

KENTUCKY TRANSPORTATION CABINET

Affirmative Action Plan 2012 - 2017

Office for Civil Rights & Small Business Development

200 Mero Street

Frankfort, KY 40622

Mike Hancock, P.E., Secretary

Tyra L. Redus, Executive Director

Internal Equal Employment Opportunity/Affirmative Action Plan

Affirmative Action Program:

Five Year Plan

KENTUCKY TRANSPORTATION CABINET 200 Mero Street Frankfort, KY 40622

From:	January	2012
	Month	Year
To:	January	2017
	Month	Year
APPROVAL SECT	ON:	
Program Plan co	mpleted by: <u>Tyra L. Redus, Esg., I</u> Affirmative Action Offic	•
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Concurred and Approved by:

Mike Hancock, P.E. Kentucky Transportation Cabinet Secretary

Date

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INTRODUCTION

Kentucky Transportation Cabinet (KYTC)

The KYTC started as the Department of Public Roads in 1912, headed by a Commissioner who provided oversight for the entire Commonwealth until the District Offices were established in 1914 with the State Highway Act. Ten (10) Districts containing 12 counties each were established with the responsibility for coordinating design work within their respective counties. In 1918, the number of Districts was increased to 11, but a reorganization in 1921 decreased it to nine (9) districts. Finally, in 1960 the nine (9) districts and six (6) construction offices merged into the present 12 District Offices that continue to provide service to the 120 counties within the Commonwealth.

The KYTC has 4,735 employees and operates an annual budget of over \$2 billion. The Cabinet is comprised of 10 executive offices and four departments. Despite budget constraints, KYTC has increased its full time workforce from approximately 4,488 in 2010 to 4,735 as of December 31, 2011, a 6.69% increase.

The KYTC Central Office is located in Central Kentucky in the city of Frankfort, KY. Tweleve District Offices containing 51 resident engineers are strategically aligned to provide consistent oversight throughout the 120 counties within the Commonwealth.

District 1: District Office in Paducah (Counties of Ballard, Calloway, Carlisle, Crittenden, Fulton, Graves, Hickman, Livingston, Lyon, Marshall, McCracken and Trigg)

District 2: District Office in Madisonville (Counties of Caldwell, Christian, Daviess, Hancock, Henderson, Hopkins, McLean, Muhlenburg, Ohio, Union and Webster)

District 3: District Office in Bowling Green (Counties of Allen, Barren, Butler, Edmonson, Logan, Metcalfe, Monroe, Simpson, Todd and Warren)

District 4: District Office in Elizabethtown

(Counties Breckinridge, Grayson, Green, Hardin, Hart, Larue, Marion, Meade, Nelson, Taylor and Washington)

District 5: District Office in Louisville

(Counties of Bullitt, Franklin, Henry, Jefferson, Oldham, Shelby, Spencer and Trimble)

District 6: District Office in Covington

(Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Owen, Pendleton and Robertson)

District 7: District Office in Lexington

(Counties of Anderson, Bourbon, Boyle, Clark, Fayette, Garrard, Jessamine, Madison, Mercer, Montgomery, Scott and Woodford)

District 8: District Office in Somerset

(Counties of Adair, Casey, Clinton, Cumberland, Lincoln, McCreary, Pulaski, Rockcastle, Russell and Wayne)

District 9: District Office in Flemingsburg

(Counties of Bath, Boyd, Carter, Elliott, Fleming, Greenup, Lewis, Mason, Nicholas and Rowan)

District 10: District Office in Jackson

(Counties of Breathitt, Estill, Lee, Magoffin, Menifee, Morgan, Owsley, Perry, Powell and Wolfe)

District 11: District Office in Manchester

(Counties of Bell, Clay, Harlan, Jackson, Knox, Laurel, Leslie and Whitley)

District 12: District Office in Pikeville

(Counties of Floyd, Johnson, Knott, Lawrence, Letcher, Martin and Pike)

The KYTC, Department of Highways, Administers the State, County, Municipal Road, County Road Bonds and Municipal Road Bonds to include 120 Kentucky Counties Municipal Aid and 421 incorporated cities and 46 unincorporated urban places.

County Road Aid:

Construction, Reconstruction and Maintenance of County Roads (allocated by Revenue Sharing Formula) total: \$122,809,483.43

Municipal Road Aid:

Construction, Reconstruction and Maintenance of Urban Roads and Streets (allocated by Revenue Sharing Formula) total: \$51,673,924.71

County Road Bonds:

Bridges, Paving and Rehab of EXISTING Roads (allocated by Revenue Sharing Formula) total: \$425,690.41

Municipal Road Bonds:

Bridges, Paving and Rehab of EXISTING Roads (allocated by Revenue Sharing Formula) total: \$59,468.58

Under SAFETEA-LU, approximately 40 million federal dollars are utilized annually to administer Federal Transit Administration (FTA) programs. Additional dollars range from \$1 million to \$30 million in Congressional discretionary allocations funding buses and bus related facilities annually. The Federal General Revenues support these programs. State general funds are approximately \$1.7 million for the state match.

KYTC is responsible for overseeing the development and maintenance of a safe, efficient multimodal transportation system throughout the Commonwealth. The Cabinet manages more than 27, 000 miles of highways, including roughly 20, 500 miles of secondary roads, 3,600 miles of primary roads, and more than 1, 400 interstate and parkway miles. The Cabinet also provides direction for 230 licensed airports and heliports and oversees all motor vehicle and driver's licensure for more than 3 million drivers in the Commonwealth. Moreover, the Cabinet exercises its jurisdiction in the areas of highway safety, public transportation, waterways, railways, aviation, bikeways, and motor vehicle regulation.

There has been one significant divisional reorganization and change during this reporting period. As reported in 2007, the Office for Civil Rights & Small Business Development (OCRSBD) previously was reorganized to the Office of Personnel Management. The KYTC OCRSBD has since been reorganized again as a separate, independent office and a new Executive Director was recently appointed. The Affirmative Action Compliance Officer and EEO Compliance

Officer/Coordinator are located within OCRSBD and report directly to the Executive Director of OCRSBD.

Road-user revenues in most states are generated under tax laws governing motor fuels and motor vehicle registrations. The combined State Road Fund revenue, State Road Fund Bond programs, and Federal Highway Trust Fund revenues to KYTC during Calendar Year 2011 provided the ability to award 640 construction projects located throughout the 120 counties of the Commonwealth of Kentucky, having a total combined cost of \$1.01 billion. The Kentucky Transportation Cabinet anticipates revenues being available to award more than \$1 billion in transportation construction contracts during Calendar year 2012.



TRANSPORTATION CABINET

Steven L. Beshear Governor Frankfort, Kentucky 40622 www.transportation.ky.gov/

Michael W. Hancock, P.E. Secretary

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

official order 107329 ==

It is the policy of the Kentucky Transportation Cabinet ("Cabinet") to assure equal employment opportunities to all persons. All Cabinet employees and applicants for employment shall be treated impartially and without regard to race, color, religion, national origin, sex, sexual orientation or gender identity, ancestry, age, disability or veteran status in all aspects of employment, including but not limited to recruitment, hiring, compensation, recognition (awards), benefits, merit promotions, demotions, transfers or reassignments, disciplinary actions, lay-offs and other terminations, training and career development within the Cabinet.

The Cabinet policy further prohibits discrimination and harassing behavior on account of race, color, religion, national origin, sex, sexual orientation or gender identity, ancestry, age, disability or veteran status. Such discrimination or harassing behavior will not be tolerated and allegations of discrimination or harassing behavior will he immediately investigated, and where allegations are substantiated, appropriate action will be taken.

The Cabinet also maintains the same impartial and nondiscriminatory policy in the selection of persons, firms or businesses that do business with the Cabinet.

Cabinet head and management personnel shall be responsible to ensure this policy is announced and enforced throughout this agency. Employees or applicants for employment seeking assistance in these matters may contact the Office of Human Resources Management, Employee Relations Branch at 502-564-4610 and/or the Office for Civil Rights and Small Business Development at 502-564-3601.

This policy shall be prominently posted in all personnel offices, EEO offices, and on the Cabinet's internal website.

Retaliatory action of any kind is prohibited, will not be tolerated and will be regarded as a separate and distinct cause for complaint. The Cabinet supports the rights of all employees to exercise their rights under the civil rights statutes.

Signed and approved this 10th day of _ Jebrus

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Michael W. Hancock, P.E., Secretary Kentucky Transportation Cobinet

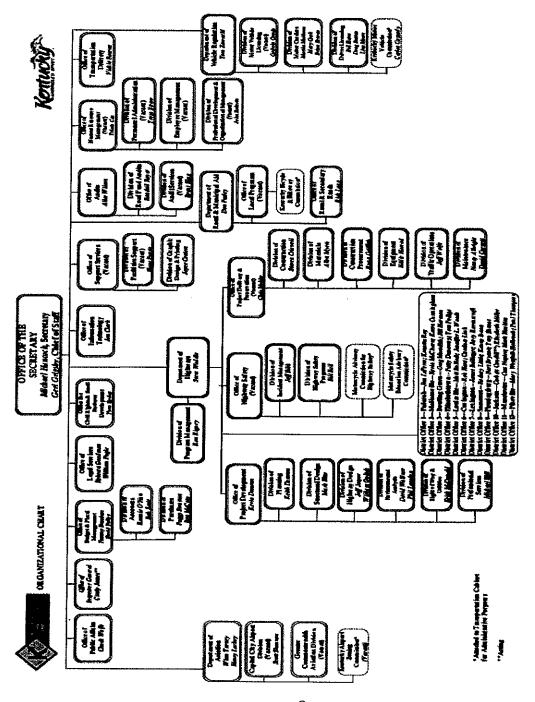
APPROVED AS TO FORM AND LEGALITY

Todd Shipp, Esq., Special Assistant

Office of Legal Services

Kentucky

An Equal Opportunity Employer M/F/D







OFFICE OF EXECUTIVE DIRECTOR

ASSIGNMENT OF RESPONSIBILITIES

The KYTC Secretary is responsible for the overall administration of the Cabinet's Equal Employment Opportunity (EEO) Program, including the total integration of equal opportunity into all facets of personnel management. The KYTC Secretary has delegated the tasks of development and implementation of EEO/Affirmative Action (EEO/AA) programs to the Office for Civil Rights and Small Business Development (OCRSBD).

The Executive Director of OCRSBD is the KYTC Secretary's designee responsible for the overall development, communication, auditing, implementation, monitoring and dissemination of the KYTC's policies governing Equal Employment Opportunity and Affirmative Action. The Executive Director represents the Cabinet in matters related to review of the plan and enforcement of affirmative action by assisting and ensuring that managers are responsible and accountable for the success of the program in their areas of responsibility.

The Human Recources Coordinator in OCRSBD is the KYTC's full-time Affirmative Action Officer (AAO) and reports to the Executive Director of OCRSBD on the KYTC's EEO/AA programs. The AAO is responsible for the daily operation and management of the Affirmative Action Plan, including the design, implementation, and monitoring of the internal reporting system; advising the Executive Director of OCRSBD on a continuing basis regarding developments in Affirmative Action and Equal Employment Opportunity law; and investigating and resolving complaints alleging discrimination and/or harassment.

The responsibilities of the AAO include, but are not limited to:

- Developing the written Affirmative Action Plan;
- Publicizing the Affirmative Action Plan internally and externally:
- Assisting managers and supervisors in collecting and analyzing employment data; identifying problem areas; setting goals and timetables; and developing programs with specific remedies to eliminate any discriminatory practices discovered in the employment system;
- Handling and processing formal discrimination complaints;

- Designing, implementing and monitoring internal audit and reporting systems to measure program effectiveness and determine where progress has been made and where further action is needed;
- Serving as a liason between the agency, Federal, State, and local governments, regulatory agencies, minority, handicapped and women's organizations, and other community groups;
- Assuring that current legal information affecting affirmative action is disseminated to responsible officials;
- o Monitoring the hiring and promotion practices; and
- Reporting, at least quarterly, to the Secretary of the Transportation Cabinet on the progress and deficiencies of each unit in relation to agency goals.

Management personnel are assigned responsibilties for program implementation. These responsibilities include, but are not limited to:

- Assisting in the identification of problem areas and establishment of local and unit goals and objectives;
- Being actively invovled with local minority organizations, women's and handicapped groups, community action organizations and community service programs designed to promote affirmative action;
- Performing periodic audits of training programs, hiring, and promotion patterns to remove impediments to the attainment of goals and objectives;
- Conducting regular discussions with local managers, supervisors and employees to be certain that the Cabinet's policies are being followed;
- Reviewing the qualifications of all employees to ensure that minorities and females are given full opportunities for transfer and promotions;

- Providing counseling, including, but not limited to, career counseling through employee evaluation in consultation with the Office of Human Resource Management, for all employees;
- Paticipating in the review and/or investigation of complaints alleging discrimination; and
- Conducting periodic audits to ensure that each location is in compliance in areas such as:
 - All facilities which the Cabinet maintains for the use and benefit of its employees are desegregated, both in policy and use.
 - Minority and female employees are afforded a full opportunity and are encouraged to participate in all Cabinet-sponsored educational, training, recreational, and social activities.
 - Understanding that their work performance is being evaluated and that they are held accountable for the equal opportunity and affirmative action efforts and results, as well as other criteria. Supervisors shall take actions to prevent harassment of employees placed through affirmative action efforts.

Attached are the Position Descriptions for both the Affirmative Action Officer and the Equal Employment Opportunity Coordinator.

SURVEY OF LABOR MARKET AREA

AGENCY OVERVIEW

WORK FORCE

As of June 30, 2011, the Kentucky Transportation Cabinet employed 4,733 persons in its permanent work force.

18.59% (880) were women 5.72% (271) were minorities

As of December 31, 2011, the Kentucky Transportation Cabinet employed 18 persons in its interim workforce.

PLAN METHODOLOGY

Data Sources:

2000 Census data was used for the availability analysis. Training and promotional data was obtained from the KYTC personnel records. The database of employees and resultant employee count obtained from the Kentucky Personnel Cabinet that included permanent and interim employees on the roster.

LABOR FORCE

The information relfected was completed using the on-line access to the 2000 Census of Population and Employment by Ethnic Group and Gender for the Commonwealth of Kentucky. The EEO Special Tabulation was utilized to identify and analyze the Cabinet's workforce population by EEO-4 Job Category.

The EEO-4 job category Paraprofessional was not available; however, FHWA administration approved the use of EEO job category Other Professional Workers.

KYTC found that the number of availability in the Protective Services category will not be beneficial to to the Cabinet because it no longer utilizes this specific category.

KYTC found that the number of availability within the following EEO-4 Job Categories: Official/Administrators, Paraprofessional (Other Professional Workers), Skilled Craft and Service/Maintenance information will be most beneficial as the highest volume of KYTC employment population is with those four categories. KYTC's highest percentage of turnover continues to be within the job category of Service/Maintenance. The present classification title of Highway Equipment Operator I, which is in the Service/Maintenance EEO-4 job category, is a challenge to recruit and retain candidates statewide.

2000 Census of Population and Employment by Ethnic Group and Gender

State of Kentucky	Number	25
Total Population	4,339,367	%001
White	3,809,964	87.80%
Black	338,470	7.80%
Hispanic	134,520	3.10%
American Indian/ Alaska Native	8,678	0.20%
Hawaiian Asian/Pacific Islander	4,339	0.10%
Asian Persons	47,773	1.10%
Two or more races	73,769	t.70%

Total Labor Force by Occupational Categories*

EEO-4 Job Category	White Female	Black Female	Hispanic Female	Asian Female	American Indian Female	Total Females	White Male	Black Mafe	Hispanic Male	Asian Male	American Indian Male	Total Males	Total Labor Force
Officials/ Administrators	63055	3720	390	535	8	67708	106920	2860	915	1225	[08]	119100	470800
Professionals	152835	8405	1080	1905	305	164530	109540	4810	1275	3755	240	110820	204450
Technicians	22875	2010	200	175	55	28415	15785	715	130	06	32	18020	45470
Protective Service	75285	10125	1315	820	205	87750	189415	15540	3600	750	380	20000	43170
Paraprofessionals	101085	6505	880	770	250	109490	88315	3630	670	78.5	150	203000	29/435
Administrative Support	207215	15905	1590	825	280	225815	61140	5385	840	029	98	93300	202790
Skilled Craft	9945	590	115	140	09	10850	194360	6540	2690	360	495	277700	293830
Service/Maimenance	146250	16610	1815	495	1250	166420	223750	28235	4475	2200	02/	080000	213293
Total	781645	63870	7385	5665	2413	860978	989225	67715	14565	9435	2360	1083300	1944278

^{*} The above labor market data is derived from the 2000, U.S. Census

EEO-4 Job Category						
	Total	Total	Black	Hispanic	Asian	American
	remales	Minorities				Indian
Officials/ Administrators	37.70%	5.40%	6.30%	0.70%	1.00%	0.10%
Prolessionals	57.90%	2.60%	4.60%	0.80%	2.00%	0.20%
Technicians	62.90%	7.50%	%00'9	0.70%	0.60%	0.20%
Profective Service	29.50%	10.90%	8.60%	1.60%	0.50%	0.20%
Paraprofessionals	24.00%	6.50%	4.90%	0.80%	0.60%	0.20%
Administrative Support	76.80%	8.60%	7.20%	0.80%	0.50%	0.10%
Skilled Craft	5.10%	5.10%	3.30%	1.30%	0.20%	0.30%
Service/Maintenace	64.10%	13.60%	10.80%	1.70%	0.80%	0.30%

^{*} Per the U.S. Census, the eight categories will add to more then the total population. The percentages may add to more than 100% because individuals were allowed to report more then one race. *Some other race* - the respondent identified with a race not identified on the census.

ANALYSIS OF THE PRESENT WORKFORCE TO IDENIFY JOBS, DEPARTMENTS AND UNITS WHERE MINORITIES AND FEMALES ARE UNDERUTILIZED

WORKFORCE ANALYSIS:

The purpose of conducting a "Workforce Analysis" is to determine the composition of an employer's current workforce in terms of affected group members as compared to non affected group members, both in real numbers and in percentages of the workforce.

The Equal Employment Opportunity Commission (EEOC) established job categories for the purpose of analyzing an employer's workforce. These categories are:

Official/Administrators
Paraprofessionals
Professionals
Administrative Support
Technician
Skilled Craft
Protective Services
Service & Maintenance

Based on these categories, job groups were established consisting of jobs having similar content, wage rates, and opportunities. KYTC established the following job groups:

Official/Administrators
Paraprofessionals
Professionals
Office/Clerical
Technician
Skilled Craft
Service & Maintenance

AVAILABILITY ANALYSIS:

FHWA guidelines require use of an Eight Factor (Multi-Factor) Analysis be conducted for each EEOC job category. The purpose of the analysis is to determine the number of affected group members available for employment in each job group within a specific labor area, recruitment area or internal feeder jobs. Availability is defined as the percentage of affected group members in the recruitment area with the skills necessary for entry into a specific job group.

WORKFORCE ANALYSIS

The Personnel Cabinet provides quarterly reports to the Kentucky Transportation Cabinet (KYTC) that reflects its total workforce population. The report is delivered by classification and specification; therefore, the Cabinet is required to merge numerous classifications (job titles) by the trades listing in the EEO-4 category.

Table 2 Reflects all job titles listed by EEO-4 Category as well as state government classification titles, gender, race and average rate of pay. The report is also categorized by Office, Department, Division and District.

Table 2 also reflects "ungraded" classifications which do not have a pay rate. These positions serve at the Governor and Cabinet Secretary's discretion and are not covered under the merit system.

Per KRS 18A.110 requires the Secretary of Personnel to promulgate administrative regulations which govern the pay plan for all employees in the classified service. This administrative regulation establishes requirements to assure uniformity and equity in administration of the pay plan in accordance with statutory requirements per 101 KAR 2:034.

Per KAR 2:034, Section 3 (8) the engineering classification salaries listed reflect a "Special Entrance Rate" for the following job titles:

Engineer-In-Training I and II
Transportation Engineer I and II
Transportation Engineer Supervisor
Transportation Engineering Branch Manager
Transportation Engineer Specialist
Transportation Engineer Director

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ADMIN SPEC III	9613	_	\$	2,608.71	4	0	4	0	0	0	٥	0	0	0	6	þ	ŀ	
TRANS OPER CTR SPEC	2415	_	69	2,740.48	4	2	2	0	0	0	0	0	6	0	٥	0	0	:
HANS OPER CIR SPECII	2416	_	es.	3,176.08	8	5	3	0	0	0	0	٥	-	0	0	٥	-	
TOTAL SAFELY PALED OF	1044	SERVICE WORKERS	64 p	2,407.25	7	ß	-	-	0	0	0	-	o i	0	0	٥	0	
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	Cross		Pay Rate/ Salary		Total M	<u> </u>	en term	AS/PI	AVAN	I	Total	; == 		1410007	111	{I,385.16	
	0133	\neg	ONGRADED		<u> </u>	0	٥	0	0	0	b	0	0	c	¢	0	
HANS, ENG. SUPVH.	8	OFFICIALS & ADMINISTRATORS	\$ 4,4	L	9	-	0	٥	0	0	0	0		, 0	, 6	, c	
E BHANCH MGH	7085	OFFICIALS & ADMINISTRATORS			L	0	6	6	٥	0	0	0	0		, c	, c	
TE II	7119	OFFICIALS & ADMINISTRATORS				H	6	0	0	0	0	0	0	0	. 0) c	
- L. C L	7095	PROFESSIONALS	\$ 4,78		2 2	0	0	0	0	-	-	0	0	0	0	o O	
	960/	PHOFESSIONALS		2,767.10		Н	0	le l	6	0	0	-	0	0	0	-	
	/80/	PHOFESSIONALS	ŀ			2 2		e	6	0	_	0	0	0	0	0	
TE TECH SIDV	7098	PHOFESSIONALS	ļ	Ĺ		Н		þ	0	0	-	0	0	0	6	0	
CBADIATE FNO 400T	7083	PROFESSIONALS	\$ 3,79		2 2	0	L	6	0	0	ŀ	-	P) c	
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INFO OFFICER III	8129	PROFESSIONALS		3,868.90		┝	b	6	6	ŀ	ŀ	, -		,	, -	٥	
DAM AGENI I	8327	PROFESSIONALS		74.97	2	6	6	b	٥	6	ŀ	6			, c	, c	
RAW JUNET FANCES	833	PROFESSIONALS		4,632.22		0	ŀ	l.	0	6	6	6	†		, e	, -	:
ACCOUNT LEADER	B332	PROFESSIONALS	7	33.94	1	_	b	6	0	-	0	6	ŀ	6	•	è	
ACCOUNTANT I	910/	PROFESSIONALS		,658.16	0 1	1 1	6	0	6	0	٥	°	6	6	6	0	
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ADMIN SPECIE	3612	PROFESSIONALS	\$ 2,66	2,665.85	2 2	9	0	0	°	0	6	0	6	ŀ	6	·	
ADMIN SPECIES	200	PROFESSIONALS		11.14	5	4	0	٥	0	0	0	6	6	ŀ	6	0	
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THANS BAILNGE INSPECT	7022		\$ 5,56	5,561.34	_	٥	-	6	0	0	-	0	b	0		, e	
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FISCAL OFFICER	9121			4,515.10	0	┝	6	6	6	ŀ	P	6	6	6	6	, 0	:
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THANS AUTO/THUCK (ECH	1760	TECHNICIANS		2,507.90 3	L	0	6	6	6	F	6	ŀ	ŀ	6	 	·	
TOWNS AUTO/TROUGH JECH III	1761	TECHNICIANS			2		°	6	6	6	6	þ	r	6	6	0	
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ADMIN CHAINING II	7026	TECHNICIANS	9		5 4		٥	٥	6	ŀ	P	6	ŀ	ŀ		6	
ALIMIN SPECT	- 3	TECHNICIANS	2	,464.97		0	e L	0	٥	0	ŀ	6		0	ŀ	0	
SAFELT CORD	3702	TECHNICIANS		3,732.44	0	_		0	٥		0	0	6	0	6	0	
T E ASST.	10/6	PARA-PROFESSIONALS	` `		1	0	0	0	0	0	0	0	0	0	6	0	
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HWY EQUIP OPER !!	Т	SKII) ED COAET	l	┙		+	1	3	١	7	4	-	0	0	0	1	
	7	SKILLED CRAFT	ľ	7 475 64 5	+	╁	'n	3	٥,	7	~ 	•	9	0	0	0	
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Job Title	George	EEO-4 Category	Pay Rate/ Salary	/ Total	IM	£Ϊ	8	AS/PI	AVAN	Ξ	Total		(A) (A) (A)	11 10 10 10	#I IB	ile.	
EXECUTIVE DIRECTOR	0133	OFFICIALS & ADMINISTRATORS	ONG	-	-		0	0	°	† -		0					
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LE BHANCH MGR	7085	OFFICIALS & ADMINISTRATORS	\$ 6,585.75	5 3	3	0	0	0	0	٥	0			 			
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- E	7094	PROFESSIONALS		3	3	0	0	0	0	0	0	0	$\frac{1}{1}$	ł		, 0	
7 E TECH	980/	PHOFESSIONALS			4	3	0	٥	0	0	0	-	0	$\frac{1}{1}$			
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RAW AGENT II	1/70	PHOFESSIONALS			_	0	0	0	0	6	6	6	╀		╀	0	
BAN AGENT STIDBY	7750	PHUFESSIONALS		2	2	0	0	0	0	0	0	0	┞		+		
RAW HAIT LEADED	633	PHOFESSIONALS	\$ 4,689.62	-	0	-	0	0	0	0	6	6	-		+		-
ACCOLINE AND L	2555	PHOFESSIONALS	4	-	0	-	0	0	0	0	-	-	┞	٥			
ACCOUNT AND III	2016	PHOFESSIONALS	ı	-	0	-	0	0	0	0	0	- -	6		╁	0	1
ADMIN SOCO II	SOLA C	PHUFESSIONALS	\$ 2,790.60	-	0	-	0	0	0	0	0	-	ŀ	6	ł	0	
ADMIN SPECIII	2 2	PHOFESSIONALS	\$ 2,303.54	_	0	4	0	0	0	0	0	0	┞		H	0	!
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HANS AUTO/TRUCK JECH II	1781	TECHNICIANS		Ц		ŀ	٥	0	6	6	0	P	+	+	+		•
TRANS AUTO/TRUCK LECHIII	1762	TECHNICIANS	\$ 2,632.50	Ц	L 2 _	0	٥	0	0	•	0	0	ł	+			
FANS AUTO/THOCK LECHTV	1763	TECHNICIANS		Ц	3	0	0	0	0	0	6	6	ŀ	[
	7025	TECHNICIANS		3	4	0	-	0	0	٥	-	0	ļ	٦			
SAFETY COODD	1020	TECHNICIANS			~	-	0	0	0	0	0	0	┞				
ADMIN SPECI	3203	IECHNICIANS	\$ 3,732.44	-	0	-	0	0	0	0	0	o	[-				
F ASST II	110%	PECHNICIANS	ľ		-	9	٥	0	0	0	0	2	H	\vdash		ļ.,	
OFFICE SUPP. ASST. II	6000	DEFICE & CLEDICAL	5,025,9	,	•	۷,	0 (٥	0	0	0		0)] 0	0		
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HWY EQUIP OPER III	1041	SKILLED CRAFT		407	- 82) u	> =	> <		- k	- > ;	- -	_ [_ [1			
HWY EQUIP OPER II	1043	SKILLED CRAFT		4	<u> </u>	,	=	- (- K	5 (= k	- 4	+	\dashv	+		
HWY EQUIP OPER IV	1043	SKII I ED CRAFT	(1.000°,1	3 6	3 6	, c	- -	- k	- k	- k	۰,	0 (+	0	\dashv	0	
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HWY SUPERINTENDENT II	1067	SKILLED CRAFT		2	<u>.</u>	- -	-	- 	-	-	-	- -	+	\dashv		0	
MAINT WORKER II	1834	SEDVICE WORKERS	ĺ	1	₹,	- -	- - 	- -	-	5	- -	-			0	_	
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Job Title	Job	EEO-4 Category	Pay Rate/ Salary	Togel /	E	10	-	ASAPI	AVAN	OTHER	Total	100	1 CREAT	10 10 10 10 10 10 10 10 10 10 10 10 10 1	=	Treated I	
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	1	1	0	6	6	0	0	4	o	٥	c	c	1	
HANS, ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS	\$ 5,999.76	Ц	က	0	0	°	0	0		, 0	0	, o	, 0		
DE BRANCH MGH	1085	OFFICIALS & ADMINISTRATORS		4	4	0	٥	0	0	0	0	0	0	0	0	0	
S. ENVIOLDIST ADMIN	9117	OFFICIALS & ADMINISTRATORS			-	0	0	0	0	0	0	0	0	0	0	0	
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- 41	8128	PROFESSIONALS		-	0	-	þ	6	6	ŀ	ŀ	ļ	†		, -		
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NW AGENT II	T	PROFESSIONALS		4	-	3	٥	P	6	6	6	-	ŀ		, -	, -	
DAM THIS CAPTO	_	PHOFESSIONALS			-	0	0	Lo	6	0	6	P	6	6	6	0	
ADMIN SPECII	┰	PHOFESSIONALS	\$ 3,816.80		-	-	0	0	0	0	0	0	6	6	6	۵	
ADMINISTED III	7100	PROFESSIONALS	۱		0	5	0	1 0	0	0	٥	0	0	0	6	0	-
ADMIN COORD	7	PROFESSIONALS	\$ 2,954.32	œ	-	_	0	0	0	0	0	0	0	0	6	0	1
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BANS ACITO/TRUCK TECH III	Ť	TECHNICIANS		4	-	•	0	0	0	0	°	0	0	0	0	0	
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EISCAL DEFICED	Q 75	TECHNICIANS	\$ 3,480.78	9	4	2	0	0	٥	F	_	0	6	6	-	0	
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F ASST 1	_	DADA PROFESSIONES	\$ 3,224.28	-	-	0	0	0	0	0	0	0	0	6	6	0	
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SEGNATOR SERVINALS S. 2,583.78 1 1 1 1 1 1 1 1 1
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2003 FECHNICIANS \$ 1,783.70 \$ 6 6 0 0 0 0 0 0 0 0
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1034 SKILLED CRAFT \$ 2,661.53 1 1 0 0 0 0 0 0 0 0
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WELDER	1106	SKII I ED CBAET		1	+	2.	> k	3	- k	0	-	0	•	-	0	0	
MAINT WORKER I	1000	SERVICE WORKERS	4 850	1 6	1	- ¢	5 6) 	٥ (7	- -		- -	-		0	
HWY EQUIP OPER I	1037	SERVICE WORKERS	8	1 25) E	1	, c) c	3 0	,	7	-		- - (o k	
STORES WORKER II	9203	SERVICE WORKERS	\$ 1,61	Ļ	+	lo I	, 6	0	0	, e	,	, -	- - -) c	
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					7111V	mployees			MA	MALES					3270		
Job Title	Groun	EEO-4 Category	Pay Rate/	Salary	Trotal	M	()	B AS	AS/PI AL	AVAN	<u>-</u> :	Total	12:	10 1 15 Kg	00%00	y 15	i chell
EXECUTIVE DIRECTOR	01339	OFFICIALS & ADMINISTRATORS	SNO	UNGRADED	-	٦	0	0	0	H		0	o	0	0	0	
T F BRANCH MGB	4	OFFICIALS & ADMINISTRATORS		4,835.96	8	8	0			_	_ _		6	6	╁		
RDS. ENVIR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS	A 64	0,945.95 4.39.7 A	4		-) 	\dashv	0	0 (0	0	D.	Н	0	
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ENVIR SCIENTIST II	3080	PROFESSIONALS		4,058.32	-	 -	-	+	+	+	+	 -			+		
THANS MED/HVY TR SUPVR	1730	PROFESSIONALS		3,570.49	-	-	0	\vdash	╀			+	- • •	, 0	+		
- <u>ii</u>	Z 25	PROFESSIONALS	ł	4,283.58	2	2	L	H	-	L	H			6	+		
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1. E. 1ECH	9807	PHOFESSIONALS	9	2,574.34	<u>۽</u>	6		0	H	H	_	0		 -			
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ACCOLUMN ANT II	8332	PROFESSIONALS		4,854.88	-	-	0	0		0		0	-	+	ŀ		1
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ADMIN SPEC II	8612	PROFESSIONALS		2,660.94	F	4		1				L	-	╀	+		
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SAFETY COORD	3203	TECHNICIANS		2,670.20	L	- -	-	┞	<u> </u>	H	+	 		+	+	╁	
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HWY EQUIP OPER I	1037	SERVICE WORKERS		1.318.88	†	- L	-		7		+	- -	- - -		0 6		
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Trial OFFICIALS & LOBINISTRATORS \$ 5,897.87 1 1 0 0 0 0 0 0 0 0
1770 PROFESSIONALS \$ 3375.57 1 1 0 0 0 0 0 0 0 0
HOTE SENDINALS S. 3675.57 1 1 0 0 0 0 0 0 0 0
The professionals S 3,243 S T T T T T T T T T
7.096 PROFESSIONALS \$ 4,826.12 1 1 0 0 0 0 0 0 0 0
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7.088 PROFESSIONALS \$ 3,200.54 4 4 0 0 0 0 0 0 0
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SHALED CRAFT 1007 SERVICE WORKERS 50.05 APPLESSIONALS \$ 3.005 APPLESSI
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CHI 1760 TECHNICIANS S. 2578.2F 1 1 0 0 0 0 0 0 0 0
CHI 1760 TECHNICIANS \$ 2,515,90 2 2 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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102 SENVICE WORKERS STANCE STAN
SHILE DEAFT SKILLED CRAFT \$ 1,798.76
7077 PARA-PROFESSIONALS \$ 2,295,14 1 1 0 0 0 0 0 0 0 0
7077 PARA-PROFESSIONALLS \$ 2,143.86 1 0 1 0 <t< td=""></t<>
9003 OFFICE & CLERICAL \$ 2,267,37 1 1 0 0 0 0 0 0 0 0
1034 SKILLED CRAFT
1041 SKILLED CRAFT
1042 SKILLED CRAFT \$ 2,300.82 28 27 1 0 0 0 0 0 0 0 0 0
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1105 SKILLED CRAFT \$ 2,706.25 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
1022 SERVICE WORKERS \$ 1,835.08 1 1 0 0 0 0 0 0 0 0
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Job Title	Group	EEO-4 Category	Pay Rate/ Salary Range	7 Totali	П	Ĕ	В	AS/PI	NA/JA	I	Total			1		150	
EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	UNGRADED	L	劉	0	6	ŀ	o	G		۰	۰	-	Ċ		
HANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS		6 23	6	6	6	6	6	, -	,	, c	,) -	7) 	
I E BHANCH MGH	7085.	OFFICIALS & ADMINISTRATORS		4	4	ŀ	6	6	ŀ	þ	6		, c	°	,	, k	
HDS. ENVIR. DIST ADMIN	7119	OFFICIALS & ADMINISTRATORS		1 9	-		6	þ	6	b	6		,	, -	,	k	
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NEO OEEIOED III	850	PROFESSIONALS		25 25	24	-	-	0	0	0	F	0	0	6		0	
COANE BRIDGE INCOPER.	0710	FHUFESSIONALS		4	-	L 0 T	0	0	ŀ	0	0	٥	P	6	6	o	
BAW AGENT II	7022	PROFESSIONALS	\$ 4,178.10			0	-	0	°	0	F	0	0	0	6	o	-
BAW AGENT SLIDBY	225	PHOFESSIONALS		2	-	-	0	0	0	-	0	0	0	6	0	0	
AV UNT LEADER	220	PHOFESSIONALS	l	┙	-	•	0	0	0	0	0	6	6	ŀ	ŀ	0	
ACCOUNTANT III	200	PROFESSIONALS		7	2		٥,	0	0	0	0	0	ŀ	6	•	0	
ADMIN SPEC II	2012	PROFESSIONALS	`	1	_	_	0	0	0	0	0	0	ŀ	6	þ	c	
ADMIN SPECIII	3 6	PROFESSIONALS	ĺ	1	ام	6	٥	٥		0	0	0	0	6	6	0	
ADMIN COORD	300	PROFESSIONALS	3,002.31	-	٥,	2	٥.	9	-	٥	0	1	0	-	6	_	
HWY TRAFFIC TECHT	1161	TECHNICIANS	5		-	•	0	•	0	o	0	0	0	0	6	o	
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TRANS AUTO/TRICK TECH I	1780	TECHNICIANS	١	7 6	2	0 (٥	0	0	0	0	0	0	0	0	0	
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FRANS ALTTO/TRUCK TECH IV	5 22	TECHNICIANS	۱ ا	n k	, ,	3	٥	0	0	0	. 0	0	0	0	0	0	
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SAFETY COORD	5000	TECHNICIANS	4,0110,0	-	_	•	•	•	0	0	0	L 0	0	0	0	0	
ENG IN TRAINING	3202	TECHNICIANS		┙	-	0	0	0	0	0	0	0	0	٥	0	0	
ENG IN TRAINING II	2002	TECHNICIANS	ļ	4	2		0	0	0	0	0	0	•	0	0	0	
FISCAL OFFICER	0707	TECHNICIANS	1	20 4	<u>"</u>		-	0	°	0	0	0	0		٥	0	
F ASST	1	DADA DECERCIONALO	2,3	- k	٥		-	-	0	0	0	0	0	0	°	0	
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OFC SUPPORT ASST	╅	PAHA-PHOPESSIONALS	\$ 2,672.30	4	4	e	0	0	0	0	0	6	٥	6	0	0	
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DOLL ROLL IECH	7	SKILLED CHAF!	2 4	4	-	0	0	0	0	0	0	6	0	6	6	þ	
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HWY EQUIP OPER IV	⇁	SKILLED CRAFT		0 25	25	0	2	0	0	0	2	•	ŀ	†	†		
HWY SUPERINIENDENT I	╗	SKILLEO CRAFT		- -	- 44	0	0	0	0	0	0	6		ŀ	F	c	
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EXECUTIVE DIRECTOR	0139	OFFICIALS & ADMINISTRATORS	Range UNGRADED	***	-	20		\dagger	+			Males					Design	
TRANS. ENG. SUPVR.	7084	OFFICIALS & ADMINISTRATORS		5,674.40	T	6	+	+	,	7	+ • •	- -	- -	- -	7	= c	0 4	
T E BRANCH MGR	7085.	OFFICIALS & ADMINISTRATORS	\$.	5,404.16	4	4	-	-	+	+	,	, 6	,	,		- - -		
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ENVIR SCIENTIST I	98	PHOFESSIONALS		628.38	-		0	0		0	0	6	þ	6	6	-	þ	
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T. E. TE CH III	7098	PROFESSIONALS		4.204.47	2 82	2 6	5 -	-	- - - -		- k	n k	0	- -	0	0	0	
INFO OFFICER III	8128	PROFESSIONALS		4,034.38	-	i	+		,	,		- -				- k	0 (
GRAD ENG ASST	7099	PROFESSIONALS		2,867.56	~	0	2			+	, -	, -	•	, ,	- k	- - -	o (
HANS BRIDGE INSPECT	7021	PROFESSIONALS		3,011.88	 	 	╀		+	 -		,	,) c			0 0	
DAW ACENI II	8327	PROFESSIONALS	'E \$	3,422.55	4	0	-			 -	0	6			, 0	, 0	o c	1
BW INIT CARGO	8331	PROFESSIONALS		3,908.60	H	-		0		6	6	6	†	-	ó	, 0	0	
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SAFETY COORD	3203	TECHNICIANS		4,400,04	7	7	- -	- - - -		٥	- -	0	0	0	0	0	0	
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FISCAL OFFICER	9121			37679	,	- - k	+	- - - -	+	- - -	- -	0 4	0 (•	0	0	0	
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WY FOUND OPEN	1042			2,154.62	07 C7	ន	+			0	0	o	6	0	b	-	6	
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	420)TE	alary	6,157.90	<u>.</u>	5,832.82	6,043.87	4,314.37	50.3	2,734.96	3,248.27	4,620.99	2,750.40	00.00	4,333.30 9 E& E7	4 969 98	3,612,11	4 817 99	504 AE	_	£		W			llary F	2946	5,302.98	6,823.7B	5.094.08	5.350.12	4,747.18	2,783.08	3,240.23	3,946.86	5,629.36	1,915.10	2,777.23	2,996.26	3,421.47	2,063.36	2,478.14	2,301.17		-
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		ш	ICIALS &	CIALS	CIALS	PHUFESSIONALS	PROFESSIONALS	PHOFESSIONALS	PHOFESSIONALS	PHOFESSIONALS	PHOFESSIONALS	PROFESSIONALS	PROFESSIONALS	PROFESSIONAL S	PROFESSIONALS	PROFESSIONALS	FESSION	PROFESSIONALS							EE(0 14 0	S S S S S S S S S S S S S S S S S S S	CIALS	CIALS	PROFESSIONAL S	PROFESSIONALS	PROFESSIONALS	PROFESSIONALS	PROFESSIONALS	PROFESSIONALS	PROFESSIONALS	PROFESSIONALS	PROFESSIONALS	TECHNICIANS	PARA-PROFESSIONALS	1-PROFE	SKILLED CRAFT WORKER		
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		Job Title	T E BRANCH MGR	T E DIRECTOR	ADMIN BR MGR	T. E. SPECIALIST	T F -		- E. E. - - - - - -	I. E. SPECIALIST	ADMIN SPEC III	PROG COORO	RESOURCE MGT ANALYST III	otal							Job Title	TRANS ENG SLIPVB	T F BBANCH MGB	T F DIPECTOD	T E TECH SI IDEDVISOR	CLEMET -	CTEMIOL		CHEMIST III	CHEMIST SUPERV	CHEM & CURRICAB SPEC	. E. 	I. E. TECHI	T. E. TECH II	T. E. TECH III	SYSTEMS CONSULTANT IT	ADMIN SPEC III	T. E. ASST. I	T. E. ASST. II	PROG/ANALYST I	Total	

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GEOPROC SPEC II	9781				, .	+	, -	, -	,		- - 	-	- -	- k	_		
PROG COORD	9615			-	ŀ	-	, -	,	, -	, c	, c	2 6	- -	,			
PROC DEV COORD	8622		l	-	e	-	 	 	,	,	, -	<u>,</u>	, 6			,	
TRANS BRIDGE INSPECTOR III	7023		l	-	-	0	 -		,	,	, 6	- -	,	- -		- -	
T. E. ASST. II	7.077	PARA-PROFESSIONALS	\$ 2,006.08	-	٥	-	0	-	0		-	-	, -	,	+	, ,	
ENG IN TRAINING II	7028			2	2	6	-		 	,	,	, lo) -		+		
OFC. SUPPORT ASST. II	9003	CAL			0	-	6	-	 -	6	6	6					
SIGN MAKEH II	1019			-	-	0	0	0	6	0	0	0	 -		٥		
SIGN MAKER III	1020			3		0	0	0	0	0	0	o	0	_	٥		
HWY EQUIP OPER II	1042	SKILLEU CHAFT	\$ 1,945.49	-	-	0	0			0	0	0	0	0	٥		
Total	25	SNICKED OKAFI	\$ 2,653.04	2	7	0	- - - k	0 (0 (0	0	٥	0	φ.	0		
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Job Titte	Job Group	EEO-4 Category	Pay Rate/ Salary Range	Total	Œ	H	_	AS/Pi	AVAN	Ξ	Total	+20 +20	1000			<u></u>	
EXECUTIVE DIRECTOR	0139	П	NGHA	1		-	6	- 0	þ			0	٥	o	c	0	
ADMIN BH MGH	82.8	Т		2	2	0	0	0	0	-	F	•				, c	
INT POLICY ANALYST II	8 8	┰	\$ 2,937.20		٥	-	0	0	0	0	0	ŀ	0	0		b	
ADMIN SPEC II	85.5	PROFESSIONALS	3,866.59		- k	9	0		0	0	0	0	0	٥	0	0	
MEDICAID SERV SPEC III	969	7		-	3	+	-	- -	- 	0	0	0	0	0	0	0	
EXECUTIVE SECRETARY II	9927	_	NGRA	-	5	4	- -	7	•	1	0	2	0	0	0	2	
Total				- 19 (G		- 14 mg	- -	- -	7	╬		0	0	0	0	0	
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				WOHKFO	WORKFORCE ANALYSIS	LYSIS											
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				ĬĮ.	Employees	Ç.			MAIFS				į.				
Job Title	dob	EEO-4 Category	Pay Rate/ Salary	Totals	Β	e e	-	Id/SV	AVAN	٦	Total	iii E		Sec. 11.00		1100.3	
COMMISSIONER	0107	OFFICIALS	Hange				+	┰		=	Males					Fem	
EXEC STAFF ADVISOR	9616	Т	\$ 482190	-	-	 	╁	- - 	†	7	⇒ ∤			0	0	0	
ADMIN BR MGR	9618	Т	3 927		, c	+	- - -	 	† }	•	7	7	- -	7	-	•	
SPECIAL ASST	0961	PROFESSIONALS	NGHA	F		 	, -	, -	•		†	7	7	1	7	٦	
ADMIN. COORDINATOR	0962	PROFESSIONALS	UNGRADED	F	F	 -		+	, -	,	†	,	, -	•	7	7	
INT POLICY ANALYST II	9428			3	6	۴	 -	6	†		, -	, -	,	, -	7	,	
ADMIN SPEC II	9812	\vdash		2	٥	2	6		 -		, -		, -		,	-	
AUMIN SPECIII	9813	Т	\$ 2,714.11	2	0	2	0	0	6	°	ŀ	ŀ	þ	6	ŀ		
OFC SIDPORT ASST.	/286	OFFICE & CLERICAL	NGFA		0	-	0	0	0	0	0	6	6	0	6	0	
Total	3003		1,803.25	2	2	- -		0	0	0	F	-	0	0	6	-	
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				WORKFO	WORKFORCE ANALYSIS	YSIS											
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				W.	AIIIEmployees	စ			MALES					14 14 14		!	
Job Title	Job	EEO-4 Category	Pay Rate/ Salary	Total		Ē	-	AS/PI	AL/AN	Ξ	Total		13		=	1	
ASST DIRECTOR	9617	OFFICIALS & ADMINISTRATORS		-	-	0	-	0	0	0	-	0	0	0	c	c	
ADMIN BR MGR	9618	OFFICIALS & ADMINISTRATORS	\$ 4,087.67	2	٥	2	0	0	0	0			, 0		, -	, le	
ADMIN SPECI	98	PROFESSIONALS		_		9	0	6	0	0	0	 	ŀ	0	0	,	
AUMIN SPEC II	3 8 15	PROFESSIONALS		4	3	_	-	0	0	0	-	-	P	0	0	Ţ	
ADMIN SPEC III	9613	PROFESSIONALS		-61	- 2	14	0	0	0	6	0	6	0	0	6	m	
ADMIN SECT SUPHY	86.14	PROFESSIONALS		- 2	2	3	-	0	0	0	0	-	6	6	P	F	
OFC SIDEORT ASST II	3615	PHOFESSIONALS	1		0	-	0	۵	0	0	0	0	0	°	6	0	
ADMIN ASST	308	DADA DECERCIONAL	81.888.18	7		e	-		-	٥	0		0	0	٥	-	
Total	300	PARA-PROFESSIONALS	\$ 2,312,3U	U See 14 O see 1	1	4	- - - -	-	-		0	-	0	0	0	-	
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				Ø	Employee	ń			31141		ſ						
Job Title	qor	FEO.4 Category	Pay Rate/ Salary	5		5 11.00	r	\vdash	C I		Total				J		
ASST DIBECTOR	Group					E L		id Si	AVAN	I	Malos		. <u>2. ¥</u> ₩		-		
DIV DIBECTOR	8	\neg	\$ 5,452.68	~	-		0	0	0	6	o	0	0	0	0	0	
ADMIN BE MOB	8 8	┰	<u>8</u>	_	-	0		 0	0	0	F	0	0	6	6	0	
ACCOUNTANT III	8 8 8 8	DEPOCESSIONALS		e	2	-	۰	0	0	0	0	_	0	0	0	-	
TAX PAYER SVCS SPECI	9 09	7	2,106.40	_	0	- - 		-	0	0	0	0	6	0	0	0	
TAX PAYER SVCS SPEC II	9539	7		,	,	- -	-	-	- -	-	-	0	0	0	0	0	
ADMIN SPEC II	8 2	_			-	- - 	- - k	→	╛	- -	-		0	0	0	0	
ADMIN SPECIII	3 4	╈	2,130.00	† (-	" !	- -	╛	-	-	7		0	0		-	
ADMIN SECT SLIPBY	2 20	┰	2,724.43	2	^	15	0	•	0	0	0	1	0	F	6	2	
PBOG COOPD	100	7	77.385.77	n	7	3	0	0	0	0	0	0	6	-	6	6	
BESON INCE MOT ANALYST II	200	┰	3,456.99	6	4	2	0	0	0	0	•	F	6	0	6	-	
Total	1351	PHOFESSIONALS	\$ 4,129.80	2	-	,-	0	1 0	- 0	0	P	6	0	6	6	0	
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				E C	All Employees				MALEC				3.1188 3.1188 3.1188	Mark Mark Mark		-	
Job Title	Job	FEO.4 Category	Pay Rate/ Salary	- Sec. 1	T. T.		r	-) P						(₁ ,
ASST DIBECTOR	Grouns 0647		Pan	A COLUMN	N CONTRACTOR	德		<u>-</u>	AVAN		a of e	(·:	r. G	: خا	80	- E	!
ADMIN DE MOD	200	OFFICIALS & ADMINISTRATORS	-	2			0	0	0	6	0	0	0	0	0	0	
ACTORION NO.	2 S	- 1	\$ 4,484.24	4	3	_	0	0	0	 -	ŀ	6	0	6	0	0	
TO VINECTOR	988		NGRA	-	1	0	0	-	-	6	 -	0	6	6	þ	0	
THANS HHG OFFICEH	2452	PROFESSIONALS		16	9	_ ₽	0	6	6	6	 -	F		-			
HES. MGT ANALYST II	7321	PROFESSIONALS	\$ 2,937.20	2	_	-	6	6	6		†	ŀ	 	, , ,	, -	-	
HES. MGT ANALYST III	7322	OFFICIALS & ADMINISTRATORS	ľ	_		6	6	 -	 -	 -	ŀ	†	 	╁	, , ,	, k	
ADMIN SPEC II	9612	Ħ	\$ 1,566.05		6	<u> </u>	-	-	-	 	+	†	, -	, ,	, , ,	> ~	
ADMIN SPEC III	9613			37	-	88	-		 -	 	†	†	, -	†	, , -	,	
ADMIN SECT SUPRV	9614		\$ 4,046.50	₽	2	8			6	 	†	, -	, -	, -	, -	, 6	
PROG COORD	9615	PROFESSIONALS	\$ 3,657.84	6	0	3	6	6	-	+ -	†	, -	, , -	, -	┆) c	
BOARD MEMBER	104	PROFESSIONALS	UNGRADED	9	9	0	0	-	6	-	7		 	, , -	, -		
ADMIN SPEC I	9811	TECHNICIANS	\$ 1,915.10		-	0	0	0	0	6	0		+ -	† •	, , ,	, -	
Total				1888	29	261	- -	-	0	F	3						
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				VORKFO	WORKFORCE ANALYSIS	-YSIS											
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					employee			ž	MALES					100 mg			
Job Title	Job	EEO-4 Category	Pay Rate/ Salary	(otal)	m l	<u>E</u>]	ВА	AS/PI	AVAN	Ŧ	Total	1 12	1. 40 20	1.00	=	Property	
EXECUTIVE DIRECTOR	0139		UNGRADED	-	-	0	6	-				o	o	o	c	0	
EXEC STAFF ADVISOR	9616	OFFICIALS & ADMINISTRATORS	\$ 3,940.88	-	0	-	0	0	6	0	0	6	-	 -	 	c	
ADMIN SPEC III	9 6 13	PROFESSIONALS	\$ 2,600.08		0	-	0	o	6	-	0	6	6	 	 	þ	
BOAHD MEMBER	호	PROFESSIONALS	UNGRADED	11	6	2	0	0	-	0	-	0	6	6	6	o	
MTD VCL DIO DICT ADMA	9927	OFFICE & CLERICAL	UNGRADED	-	0	-	0	0	0	0	0	0	0	0	0	0	:
Total	2432	PHOTECTIVE SERVICE WORKER	\$ 2,971.00	5	4	1	0 (0	0	0	0	0	0	0	0	0	: :
1000						SE OFFI	0	-	_	-		<u>ئ</u>	a,	, i	li o	(0)	

WORKFORCE AGENCY WIDE ANALYSIS

Reflects the Kentucky Transportation Cabinet's total workforce population by EEO-4 category, percentage of females and minorities.

Barrier: Effective August 15, 2008, the Kentucky Personnel Cabinet no longer provides an applicant's race, national origin or gender on certified registers or on the candidate's application for employment. This information is solicited on a voluntarily basis from applicants, therefore, the data captured in the Kentucky Human Resource Information System (KHRIS) yields a number of "unknowns."

	TALS: TR	ANSPORT	SINE I TOTALS: TRANSPORTATION CABINET	NET.									
Employment Data - as of 12/31/2011	72011	-											
									!				
FFO.4 Paladom	White	Black	Hispanic	Asian	Am.India	Other	White	Black	Hienapir	Veiso	Other	Åm.	
E-CO-+ Category	Female	Female	Female	Female	n Female	Femate Minority	Male	Male	Mafe	Male	Male Minority	Indian Male	Total
Officials/ Administrators	95	က	0	0	0	,	269	er	1	c	c	c	000
%	16.8%	%6.0	%0.0	0.0%	0.0%	%E'0	80.8%	%6.0	0.3%	%00	800	0.0%	7 10/
Professionals	545	47	-	8	2	2	994	46	3	9	-	2	1556
%	32.9%	2.8%	0.1%	0.5%	0.1%	0.1%	%0.09	2.8%	0.2%	0.4%	0 1%	0 1%	35.9%
Technicians	61	10	1	-	1	0	297	9	0	2	-	<u> </u>	380
%	16.1%	792	0.3%	0.3%	0.3%	%0.0	78.2%	1.6%	%0.0	0.5%	0.3%	0.0%	8 1%
Protective Service	ļ	0	0	0	0	0	4	0	0		٥	٥	2
%	۱۸	0.0%	%0.0	%0.0	%0 '0	0.0%	80.0%	%0.0	%0.0	%0.0	0.0%	0.0%	9,1
Para-Professionals	18	1	0	_ 0	0	٥	75	2	_		-	•	0
	17.8%	1.0%	%0'0	0.0%	0.0%	0.0%	74.3%	5.0%	1.0%	0.0%	1.0%	0.0%	2.1%
Administrative Support		4	0	0	0	-	4	4	-	٥	0	-	83
0	₩	4.3%	%0.0	%0'0	0.0%	%0.0	47.3%	4.3%	1.1%	0.0%	%0.0	%0.0	2.0%
Skilled Craft	42	3	0	١,	0	٥	1810	ន	2	-	0	ŀ	1743
*	2.4%	0.2%	0.0%	0.1%	%0.0	%0.0	92.4%	4.8%	0.1%	0.1%	%0.0	0.1%	37.1%
Service Workers.	30	1	0	0	0	۰	349	7	0	0	-	-	380
4.12	7.7%	0.3%	%0.0	0.0%	0.0%	0.0%	%2.68	1.8%	%0.0	%0.0	1.0%	0.3%	8.3%
Total	793	69	2	10	3	6	3642	154	8	6	4	ေ	4700

WORKFORCE AGENCY WIDE ANALYSIS BYDEPARTMENT

Reflects the Kentucky Transportation Cabinet's total workforce population by Office, Department, Division, and District.

This information was provided by the Kentucky Personnel Cabinet through the Kentucky Human Resource Information System (KHRIS).

Department/Unit: OFFICE	OF THE S	ECRETAR	Υ/										
Employment Data - as of	12/31/2011									*****			
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	1	0	0	Ő	0	7	1	0	0	0	0	11
%	18.2%	9.1%	0.0%	0.0%	0.0%	0.0%	63.6%	9.1%	0.0%	0.0%	0.0%	0.0%	39.3%
Professionals	10	1	0	1	0	0	2	0	0	0	0	0	14
%	71.4%	0.0%	0.0%	7.1%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	3	0	0	0	0	0	0	0	0	0	0	0	3
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.7%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Mainténace	0	0	0	Ó	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	15	2	0	1	0	0	9	_ 1	0	_ 0	0	0	28
Department/Unit: OFFICE	OF THE S	ECRETARY	// OFFICE (OF PUBLIC	AFFAIRS								
Department/Unit: OFFICE Employment Data - as of 1		ECRETARY	// OFFICE (OF PUBLIC	AFFAIRS		. '						
Employment Data - as of 1 EEO-4 Category		ECRETARY Black Female	// OFFICE (Hispanic Female	OF PUBLIC Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Employment Data - as of 1	2/31/2011 White	Black Female	Hispanic	Asian	Am.Indian	Female					Male		Total 2
Employment Data - as of 1 EEO-4 Category Officials/Administrators	2/31/2011 White Female	Black Female 0	Hispanic Female	Asian Female	Am.Indian Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	
Employment Data - as of 1 EEO-4 Category Officials/Administrators	2/31/2011 White Female 2 100.0%	Black Female 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Female Minority	Male 0	Male O	Male 0	Male 0	Male Minority	Male 0	2
Employment Data - as of 1 EEO-4 Category Officials/Administrators	2/31/2011 White Female 2 100.0% 1 25.0%	Black Female 0 0.0% 0	Hispanic Female 0 0.0%	Asian Female 0 0.0% 0	Am.Indian Female 0 0.0%	Female Minority 0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	2 28.6%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals	2/31/2011 White Female 2 100.0% 1 25.0% 0	Black Female 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 3	0 0.0% 0	0 0.0% 0	0 0.0% 0	Male Minority 0 0.0%	0 0.0% 0	2 28.6% 4
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals % Technicians	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0%	Black Female 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0	0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0	0 0.0% 0 0.0%	2 28.6% 4 57.1%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals % Technicians % Profective Service	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 3 75.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0%	0 0.0% 0 0.0%	2 28.6% 4 57.1%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals % Technicians % Profective/Service	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	2 28.6% 4 57.1% 0
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals % Technicians % Erotective/Service % Administrative/Support	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0% 0 1	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	2 28.6% 4 57.1% 0 0.0%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals % Technicians % Erotective/Service % Administrative/Support	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0% 0 1 100.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 28.6% 4 57.1% 0 0.0% 0
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals Technicians % Protective/Service % Administrative/Support % Skilled/Craft	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0% 0 1 100.0% 1 000.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 28.6% 4 57.1% 0 0.0% 0
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals Technicians % Protective/Service % Administrative/Support % Skilled/Craft	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0% 1 100.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	2 28.6% 4 57.1% 0 0.0% 0 0.0% 1 14.3%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals Technicians % Protective/Service % Administrative/Support % Skilled/Craft	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0% 1 100.0% 0 0.0% 0 0	8lack Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0.0% 0 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 28.6% 4 57.1% 0 0.0% 0 0.0% 1 14.3%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals Technicians % Protective/Service % Administrative/Support % Skilled/Craft	2/31/2011 White Female 2 100.0% 1 25.0% 0 0.0% 1 100.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 3 75.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 28.6% 4 57.1% 0 0.0% 0 0.0% 1 14.3% 0

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Department/Unit OFFICE	OF THE S	ECRETARY	// O. C. R. S	S. B. D.		·	L	<u> </u>	11				
Employment Data - as of	12/31/2011					:			***				
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EEO-4 Category	White	Black	Hispanic	Asian	Am.Indian	Other	White	Black	Hispanic	Asian	Other	Am. Indian	
CEO-4 Category	Female	Female	Female	Female	Female	Female Minority	Male	Male	Male	Male	Male	Male	Total
						MINORITY					i Minority		
Officials//Administrators	0	1	0	0	0	0	0	1	٥	0	0 -	0 "	2
%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Professionals	2	1	0	0	0	0	1	2	0	0	-0	0	6
%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	75.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service,	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0.07.0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	ó	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
%	0.076												_
% Total	2	2	0	0	0	0	1	3	0	0	0	0	8
The state of the s			0	0	0	0	1	3	0	0	0	0	8
Total	2	2					1	3	0	0	0	0	8
Total Department/Unit: OFFICE	2 OF THE SE	2					1	3	0	0	0	Ō	8
Total	2 OF THE SE	2					1	3	0	0	0	Ō	8
Total Department/Unit: OFFICE Employment Data - as of 1	2 OF THE SE 2/31/2011	2 CRETARY	/ OFFICE (OFINSPEC	TOR GENER						Other		8
Total Department/Unit: OFFICE	2 OF THE SE	2	/ OFFICE of	OF INSPEC	TOR GENER	Other Female	White	Black	Hispanic	Asian		Am. Indian	8 Total
Total Department/Unit: OFFICE Employment Data - as of 1	2 OF THE SE 2/31/2011 White	2 CRETARY Black	/ OFFICE (OFINSPEC	TOR GENER	RAL Other					Other		
Department/Unit: OFFICE Employment Data - as of 1 EEO-4 Category	2 OF THE SE 2/31/2011 White Female	2 CRETARY Black Female	/ OFFICE O	OF INSPEC Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Department/Unit: OFFICE Employment Data - as of 1 EEO-4 Category	2 OF THE SE 2/31/2011 White Female	2 CRETARY Black Female	/ OFFICE of Hispanic Female	OF INSPEC Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total O
Department/Unit: OFFICE Employment Data - as of 1 EEO-4 Category Officials//Administrators	2 OF THE SE 2/31/2011 White Female	2 CRETARY Black Female 0 0.0%	/ OFFICE of Hispanic Female 0 0.0%	Asian Female 0	Am.Indian Female	Other Female Minority 0 0.0%	White Male 0 0.0%	Black Male 0	Hispanic Male 0	Asian Male 0	Other Male Minority 0	Am. Indian Male 0	Total 0 0.0%
Department/Unit: OFFICE Employment Data - as of 1 EEO-4 Category Officials//Administrators	2 OF THE SE 2/31/2011 White Female 0 0.0%	2 CRETARY Black Female 0 0.0% 0	/ OFFICE OF Hispanic Fernale 0 0.0%	Asian Female 0 0.0%	Am.Indian Female	Other Female Minority 0 0.0%	White Male 0 0.0%	Black Male 0 0.0%	Hispanic Male 0 0.0%	Asian Male 0 0.0%	Other Male Minority 0 0.0%	Am. Indian Male 0 0.0%	Total 0 0.0% 1
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Official //Administrators	2 OF THE SE 2/31/2011 White Female 0 0.0%	2 CRETARY Black Female 0 0.0%	/ OFFICE OFFICE OF Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0%	Black Male 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0	Am. Indian Male 0 0.0% 0 0.0%	0 0.0% 1 50.0%
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials/(Administrators) % (continuous) (continuous)	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0	Black Female 0 0.0% 0	/ OFFICE OFFICE OF Female 0 0.0% 0 0.0% 0	Asian Female O 0.0% O 0.0%	Am.Indian Female 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0	Black Male 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0	Asian Male 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0	0 0.0% 1 50.0%
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials //Administrators Confessionals Confessionals	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0%	Black Female 0 0.0% 0	/ OFFICE OFFICE OF Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials//Administrators % Professionals % echnicians	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0%	2 Glack Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	/ OFFICE OF Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0%
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials//Administrators % Professionals % Celinicians	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0%	2 Glack Female 0 0.0% 0 0.0% 0 0.0%	/ OFFICE OF Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female O 0.0% O 0.0% O 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0%
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials//Administrators % Professionals % echnicians % professionals % diministrative Support	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0% 0 0.0%	2 CRETARY Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	/ OFFICE OF Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0% 0
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Official //Administrators Coloridans Coloridans Coloridans Coloridans Coloridans Coloridans Coloridans Coloridans Coloridans Coloridans	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0% 0 0.0% 1	2 CRETARY Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	/ OFFICE 0 Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0% 1 50.0%
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials//Administrators % Professionals % ecfinicians intective/Service diministrative/Support ktilled/Craft	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0% 1 100.0% 1 100.0%	2 CRETARY Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 OFFICE 0 Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0% 0 0.0% 1 50.0%
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials//Administrators % Professionals % ecfinicians intective/Service diministrative/Support ktilled/Craft	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0% 1 100.0%	2 CRETARY Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	7 OFFICE 0 Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0% 1 50.0%
Department/Unit: OFFICE Employment Data - as of 1 EEO-4 Category Officials//Administrators % Frotessionals % echnicians % drinistrative/Support % killed/Craft % ervice/Maintenace	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0% 1 100.0% 0 0.0% 1 0 0.0% 1 0 0.0% 0	2 CRETARY Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 OFFICE C Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female O 0.0% O 0.0% O 0.0% O 0.0% O 0.0% O 0.0% O 0.0% O 0.0% O 0.0% O 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0% 1 50.0% 0
Department/Unit: OFFICE Employment Data - as of 1 EEC-4 Category Officials//Administrators % frofessionals % echnicians irotective/Service diministrative/Support % killed/Cran	2 OF THE SE 2/31/2011 White Female 0 0.0% 1 100.0% 0 0.0% 1 100.0% 0 0.0% 1 00.0%	2 CRETARY Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 OFFICE C Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 50.0% 0 0.0% 1 50.0% 0

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Department/Unit: OFFIC	E OF THE	SECRETAR	Y/OFFICE	OF BUDGI	ET & FISCAL	MANAGE	MENT		4	<u> </u>			
Employment Data - as of	12/31/2011										•	***	 -
EEO-4 Category	White	Black	Hispanic	Asian	Am.Indian	Other Female	White	Black	Hispanic	Asian	Other	Am. Indian	**
allo rodings.,	Female	Female	Female	Female	Female	Minority	Male	Male	Male	Male	Male Minority	Male	Total
											Millottly		
Officials/ Administrators	5	0	0	0	0	0	7	0	0	0	0	0	12
	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%
Professionals	22	0	0	11	0	0	6	0	0	0	0	0	29
	-	0.0%	0.0%	3.4%	0.0%	0.0%	20.7%	0.0%	0.0%	0.0%	0.0%	0.0%	69.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
9	<	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	. 0	0	0	0	0
9	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
9/	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
9/	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
0/	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	28	0	0	1	0	0	13	0	0	0	0	0	42
	-								1		·		
Department/Unit: OFFiCI	OF LEGA	L SERVICE	S/			· ·		<u> </u>					
Employment Data - as of	12/31/2011												
						o							
EEO-4 Category	White	Black	Hispanic	Asian	Am.Indian	Other Female	White	Black	Hispanic	Asian	Other Male	Am. Indian	Total
,	Female	Female	Female	Female	Female	Minority	Male	Male	Male	Male	Minority	Male	Total
											,		
Officials//Administrators	2	0	0	0	0	0	1	0	0	0	0	0	3
%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%
Professionals	27	1	0	0	0	0	11	2	0	0	0	0	41
<u> </u>	65.9%	2.4%	0.0%	0.0%	0.0%	0.0%	26.8%	4.9%	0.0%	0.0%	0.0%	0.0%	91.1%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
<u>%</u>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para Professionals	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.00%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	2.2%
Protective Service:	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support #	0	0	0	0	0	0	0	0	Ō	0	0	0	0
Short has been proportionally belong the state of the sta						0.00/		0.00/	0.0%	0.0%	0.0%	0.00/	0.0%
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0 70
% Skilled/Craft	1	0	0	0	0	0	0	0	0	0.0 %	0.076	0.0%	1
SkillediCraft	1 100.0%	0.0%	0.0%	0 0.0%	0 0.0%	0.0%	0.0%	0.0%					
Skilled(Craft) % Service/Maintenace	1 100.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0	0	1
SkillediCraft	1 100.0%	0.0%	0.0%	0 0.0%	0 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0 0.0%	1 0.0%

20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 16.9%	· · · · · · · · · · · · · · · · · · ·		Τ					1					T	
Employment Data -as of 12/81/2011 EEO-4 Category White Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Male	Department/Unit: OFFICE	OF SECR	ETARY/OF	FICE OF SI	JPPORT S	ERVICES /	<u></u>				l	<u> </u>	1	L
ED-3-Category Female Minority Bale Black Minority Bale Minority B													· · ·	
20.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 16.9%	EEO-4 Category						Female					Male		Total
16.9% 16.9% 10.0	Officials//Administrators	2	1	0	0	0	0	7	0	Ō	0	0	0	10
Professionals 3 7 1 0 0 0 0 12 0 0 0 0 0 2 0 0 0 0 0 0 0	%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	70.0%	0.0%	0.0%	0.0%	0.0%		
Separtment/Unit: OFFICE OF SUPPORT SERVICES / DIVISION OF FACILITIES MANAGEMENT Male Ma	Professionals	7	1	0	0	0	- 0	12	0	0	0			
Technicians 0	%	35.0%	5.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%		
Productive Service No. 0.0%	Technicians	0	0	0	0	0	0	2	0	0	0	0		
Projective Service 0	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1	Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	
SkilledCrists 100.0% 0.0	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Crish	Administrative/Support	1	0	0	0	0	0	0	0	0	0	0	0	
Comparison Com	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Service/Maintenace O	Skilled Craft	_	0	0	0	0	0	22	0	0	0	0	0	22
Color Colo	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Department/Unit: OFFICE OF SUPPORT SERVICES / DIVISION OF FACILITIES MANAGEMENT Female Male	Service/Maintenace	0	0	0	0	0	0	3	1	0	0	0	0	4
Department/Unit: OFFICE OF SUPPORT SERVICES / DIVISION OF FACILITIES MANAGEMENT				0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EEO-4 Category White Female Minority Male	Total	10	2	0	0	0	0	46	1	0	0	0	0	59
EEO-4 Category White Female Minority Male														
EEO-4 Category White Female Minority Male														
Female Male Male	Department/Unit: OFFICE	OFSUPPO	RT SERVIC	FS / DIVIS	ION OF EA	CILITIES MA	NACEMEN							
Female Male Male			RT SERVIC	CES / DIVIS	ION OF FA	CILITIES MA	NAGEMEN	П						
25.0% 25.0% 0.0%			PRT SERVIC	CES / DIVIS	ION OF FA	ACILITIES MA	NAGEMEN	Π .						
Professionals 3 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Employment Data - as of 1	2/31/2011 White	Black	Hispanic	Asian	Am.Indian	Other Female	White				Male		Total
30.0% 10.0% 0.0%	Employment Data - as of 1	2/31/2011 White Female	Black Female	Hispanic Female	Asian Femate	Am.Indian Female	Other Female Minority	White Male	Male	Male	Male	Male Minority	Male	
echnicians 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Employment Data - as of 1 EEO-4 Category	2/31/2011 White Female 1 25.0%	Black Female	Hispanic Female	Asian Female 0	Am.Indian Female	Other Female Minority	White Male	Male 0	Male 0	Male 0	Male Minority	Male	4
1	Employment Data - as of 1 EEO-4 Category Officials//Administrators	2/31/2011 White Female 1 25.0%	Black Female 1 25.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Other Female Minority 0	White Male 2 50.0%	0 0.0%	Male 0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	4 9.5%
Trotective Service	Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals	2/31/2011 White Female 1 25.0% 3 30.0%	Black Female 1 25.0% 1 10.0%	Hispanic Female 0 0.0% 0	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0	Other Female Minority 0 0.0%	White Male 2 50.0% 6	0 0.0% 0	Male 0 0.0%	0 0.0% 0	Male Minority 0 0.0%	0 0.0% 0	4 9.5% 10
	Employment Data - as of 1 EEO-4 Category Officials/(Administrators) Corresponds	2/31/2011 White Female 1 25.0% 3 30.0% 0	Black Female 1 25.0% 1 10.0%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0	Other Female Minority 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1	0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0	Male Minority 0 0.0% 0 0.0%	0 0.0% 0	9.5% 10 23.8%
dministrative Support 1	Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals % Technicians	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0%	Black Female 1 25.0% 1 10.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	4 9.5% 10 23.8%
100.0% 0.0%	Employment Data - as of 1 EEO-4 Category Officials//Administrators Professionals Cechnicians Professionals	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0%	Black Female 1 25.0% 1 10.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0	White Male 2 50.0% 6 60.0% 1 100.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	4 9.5% 10 23.8% 1 2.4%
killed/Cran 0 <th< td=""><td>Employment Data - as of 1 EEO-4 Category Officials//Administrators Professionals Fechnicians Protective Services</td><td>2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 0 0.0%</td><td>Black Female 1 25.0% 1 10.0% 0 0.0% 0</td><td>Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0%</td><td>0 0.0% 0 0.0% 0 0.0% 0</td><td>0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>0 0.0% 0 0.0% 0 0.0% 0 0.0%</td><td>4 9.5% 10 23.8% 1 2.4%</td></th<>	Employment Data - as of 1 EEO-4 Category Officials//Administrators Professionals Fechnicians Protective Services	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 0 0.0%	Black Female 1 25.0% 1 10.0% 0 0.0% 0	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 9.5% 10 23.8% 1 2.4%
0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals fechnicians % Protective/Service % Administrative/Support	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 0 0.0% 1	Black Female 1 25.0% 1 10.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	4 9.5% 10 23.8% 1 2.4% 0
ervice/Maintenace 0 0 0 0 0 0 0 3 1 0 0 0 0 4 20 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Employment Data - as of 1 EEO-4 Category Officials/(Administrators) Corresponding Control of Con	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 0 0.0% 1 100.0%	Black Female 1 25.0% 1 10.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 9.5% 10 23.8% 1 2.4% 0 0.0% 1 2.4%
0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 25.0% 0.0% 0.0% 0.0% 9.5%	Employment Data - as of 1 EEO-4 Category Officials//Administrators3 % Professionals Category Rechnicians Administrators3 Administrative Support Skilled Craft	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 0 1 100.0% 0	Black Female 1 25.0% 1 10.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0% 0 0.0% 21	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 9.5% 10 23.8% 1 2.4% 0 0.0% 1 2.4%
5.5 A	Employment Data - as of 1 EEO-4 Category Officials//Administrators3 % Professionals Fechnicians Protective Service3 Administrative Support Skilled Gran	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 1 100.0% 0 0.0%	Black Female 1 25.0% 1 10.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0% 21 95.5%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 9.5% 10 23.8% 1 2.4% 0 0.0% 1 2.4% 22
otal 5 2 0 0 0 33 2 0 0 0 42	Employment Data - as of 1 EEO-4 Category Officials//Administrators3 ?c Professionals Professionals Administrative Support Skilled Gran Service/Maintenace	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 1 100.0% 0 0.0% 0 0.0% 0	Black Female 1 25.0% 1 10.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0% 21 95.5% 3	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 4.5%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	4 9.5% 10 23.8% 1 2.4% 0 0.0% 1 2.4% 22 52.4% 4
	Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals Sechnicians Rechnicians Rechnicians Sechnicians Skilled/Crain Service/Maintenace	2/31/2011 White Female 1 25.0% 3 30.0% 0 0.0% 1 100.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 1 25.0% 1 10.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 2 50.0% 6 60.0% 1 100.0% 0 0.0% 21 95.5% 3 75.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 4.5% 1 25.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 9.5% 10 23.8% 1 2.4% 0 0.0% 1 2.4% 22 52.4% 4 9.5%

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Department/Unit: OFFICI	OF SUPP	ORT SERV	ICES / GRA	PHIC DES	GN & PRINT	ING	1						
Employment Date - as of													·
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	4	0	0_	0	0	0	5
%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%
Professionals	4	0	0	0	0	0	5	Ó	0	0	0	0	9
%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	56.3%
Technicians	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Craft	0	0	0	0	0	0	1	0	0	0	0	0	1
**************************************	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	5	0	0	0	0	0	11	0	0	0	0	0	16
Department/Unit: DEPART	MENT OF	VIATION /					· · ·						
Employment Data - as of 1	2/31/2011			•.								*****	
EEO-4 Category													
	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	Female		Female 0			Female					Male		Total
%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	
% Professionals	1 14.3% 4	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	Female Minority 0 0.0% 0	Male 6	Male 0	Male 0	Male 0	Male Minority	Male O	7
% Professionals %	1 14.3% 4 44.4%	0 0.0% 0	0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Female Minority 0 0.0% 0	6 85.7%	0 0.0%	0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	7 25.0%
% Professionals % Jechnicians	1 14.3% 4 44.4%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0%	6 85.7% 5 55.6%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0	Male Minority 0 0.0%	0 0.0% 0	7 25.0% 9
Professionals % Fechnicians %	1 14.3% 4 44.4% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0%	6 85.7% 5 55.6% 7 87.5%	0 0.0% 0 0.0% 1 12.5%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	7 25.0% 9 32.1%
Rrofessionals Rechnicians % Protective(Sarvice	1 14.3% 4 44.4% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 85.7% 5 55.6% 7 87.5%	0 0.0% 0 0.0% 1 12.5%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	7 25.0% 9 32.1% 8
Riofessionals Reclinicians % Protective(Sarvice	1 14.3% 4 44.4% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 85.7% 5 55.6% 7 87.5% 0	0 0.0% 0 0.0% 1 12.5% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 25.0% 9 32.1% 8 28.6%
Riofessionals Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions Redunicions	1 14.3% 4 44.4% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 85.7% 5 55.6% 7 87.5% 0 0.0%	0 0.0% 0 0.0% 1 12.5% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 25.0% 9 32.1% 8 28.6% 0 0.0%
Riofessionals Rechnicions Rec	1 14.3% 4 44.4% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 85.7% 5 55.6% 7 87.5% 0 0.0% 0	0 0.0% 0 0.0% 1 12.5% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 25.0% 9 32.1% 8 28.6% 0 0.0% 0
Rofessionals Fedinicians Protective Service Administrative Support Skilled Craft	1 14.3% 4 44.4% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	6 85.7% 5 55.6% 7 87.5% 0 0.0% 0	0 0.0% 0 0.0% 1 12.5% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 25.0% 9 32.1% 8 28.6% 0 0.0% 0
Rechnicions Fechnicions Protective Service Administrative Support SkillediCraft	1 14.3% 4 44.4% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 85.7% 5 55.6% 7 87.5% 0 0.0% 0	0 0.0% 0 0.0% 1 12.5% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	7 25.0% 9 32.1% 8 28.6% 0 0.0% 0 0.0%
Riolessionals Rechnicians Protective Service Administrative Support Skilled Craft Service/Maintenace	1 14.3% 4 44.4% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	6 85.7% 5 55.6% 7 87.5% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 1 12.5% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7 25.0% 9 32.1% 8 28.6% 0 0.0% 0 0.0% 0
Rrofessionals Rednicions Rednicions Rednicions Rednicions Rednicions Rednicions	1 14.3% 4 44.4% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 85.7% 5 55.6% 7 87.5% 0 0.0% 0	0 0.0% 0 0.0% 1 12.5% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	7 25.0% 9 32.1% 8 28.6% 0 0.0% 0 0.0%

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Department/Unit: DEPAF	IMENT OF	AVIATION	/ CAPITAL	CITY AIRP	OPT		<u></u>				l	<u> </u>	
Employment Data - as of		A-14,11011	7 OM HAL	OIT AII	0111								
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	Ö	0	0	0	Ö	2	0	0	0	0	0	2
19/6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Professionals	1	0	Ö	0	0	0	2	0	0	0	0	0	3
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	18.8%
Technicians · · ;	0	0	0	0	0	0	6	1	O	0	0	0	7
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	43.8%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Supports	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Total	1	0	0	0	0	0	14	1	0	0	0	0	16
Department/Unit: DEPAR Employment Data - as of 1													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	0	0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%
Professionals	2	0	0	0	0	0	2	0	0	0	0	0	4
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%
Para-Professionals	0	0	0	0	0	0	1	0	0	0	0	0	"1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROL OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PARTY OF THE PROPERTY OF THE PR				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
%	0.0%	0.0%	0.0%				+						
% Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0 0.0%	0.0%	0 0.0%	0.0%	0 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0 0.0%
% Skilled@raft	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0 0.0% 0	0 0.0% 0
% Skilled@raft %	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%
% Skilled@raft	0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0.0% 0 0.0%	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0
% Skilled@raft %	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%

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Department/Unit: OFFICE	OF HUMA	N RESOUR	CE MANAG	EMENT/	DIVISION OF	PERSONN	EL ADMINI	STRATION			<u>. </u>		<u> </u>
Employment Data - as of							<u> </u>						
EEO & Cotonomi	White	Black	Hispanic	Asian	Am.Indian	Other	White	Black	Hispanic	Asian	Other	Am. Indian	
EEO-4 Category	Female	Female	Female	Female	Female	Female Minority	Male	Male	Male	Mate	Male	Male	Total
						WIITIOTILY					Minority		
Officials/Administrators	2	0	0	0	0	Ö	1	0	0	0	0	0	3
%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	27.3%
Professionalš	8	0	0	0	0	0	0	0	0	0	0	0	8
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%
Technicians:	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	Ö	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0.070	0.070
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	10	0	0	0	0	0	1	0	0	0	0	0	11
Department/Units OFFICE	OE UNIMAN	i-DCCOLID	CE MANAC	FUCAIT (C	MINION OF	PROFESSION	ONAL DEL						
Department/Unit: OFFICE		RESOUR	CE MANAG	EMENT / C	DIVISION OF	PROFESSI	ONAL DEV	& ORG MG	iT				
Department/Unit: OFFICE Employment Oata - as of 1		I RESOUR	CE MANAG	EMENT / C	DIVISION OF	PROFESSI	ONAL DEV	& ORG MG	iT				
Employment Oata - as of 1	2/31/11					PROFESSION Other				Anim	Other		
		Black Female	CE MANAG Hispanic Female	EMENT / C Asian Female	Am.Indian	Other Female	White	Black	Hispanic	Asian Male	Male	Am. Indian	Total
Employment Oata - as of 1	2/31/11 White	Black	Hispanic	Asian	Am.Indian	Other				Asian Male		Am. Indian Male	Total
Employment Cata - as of 1 EEO-4 Category	2/31/11 White	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Male	Male Minority	Male	
Employment Oata - as of 1	2/31/11 White Female	Black Female	Hispanic	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Male 0	Male Minority 0	Male 0	4
Employment Cata - as of 1 EEO-4 Category	2/31/11 White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority 0	White Male 3 75.0%	Black Male 0	Hispanic Male 0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	4 36.4%
Employment Cata - as of 1 EEO-4 Category Officials//Administrators	2/31/11 White Female 1 25.0%	Black Female 0	Hispanic Female 0	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Other Female Minority 0 0.0%	White Male 3 75.0%	Black Male 0 0.0%	Hispanic Male 0 0.0%	0 0.0% 0	Male Minority 0 0.0%	0 0.0% 0	4 36.4% 7
Employment Cata - as of 1 EEO-4 Category Officials//Administrators % Professionals	2/31/11 White Female 1 25.0%	Black Female 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0% 0	Other Female Minority 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6%	Black Male 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0%	0 0.0% 0	Male Minority 0 0.0% 0 0.0%	0 0.0% 0 0.0%	4 36.4% 7 63.6%
Employment Cata - as of 1 EEO-4 Category Officials//Administrators % Professionals % Technicians	2/31/11 White Female 1 25.0% 3 42.9%	Black Female 0 0.0% 1 14.3%	Hispanic Female 0 0.0% 1 14.3%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0	Other Female Minority 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0	Black Male 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	4 36.4% 7 63.6% 0
Employment Cata - as of 1 EEO-4 Category Officials//Administrators % Professionals	2/31/11 White Female 1 25.0% 3 42.9% 0	Black Female 0 0.0% 1 14.3%	Hispanic Female 0 0.0% 1 14.3% 0	Asian Female 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0%	Black Male 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	4 36.4% 7 63.6% 0
Employment Cata - as of 1 EEO-4 Category Officials//Administrators \$\frac{\chi_2}{2}\$ Professionals Technicians	2/31/11 White Female 1 25.0% 3 42.9% 0 0.0%	Black Female 0 0.0% 1 14.3% 0 0.0%	Hispanic Female 0 0.0% 1 14.3% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0	Other Female Minority 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0	Black Male 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	4 36.4% 7 63.6% 0 0.0%
Employment Cata - as of 1 EEO-4 Category Officials//Administrators \$\frac{\chi_2}{2}\$ Professionals Technicians	2/31/11 White Female 1	Black Female 0 0.0% 1 14.3% 0 0.0% 0	Hispanic Female 0 0.0% 1 14.3% 0 0.0% 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0%	Black Male 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 36.4% 7 63.6% 0 0.0% 0
Employment Oata - as of 1 EEO-4 Category Officials//Administrators Professionals Technicians Protective/Service	2/31/11 White Female 1 25.0% 3 42.9% 0 0.0% 0	Black Female 0 0.0% 1 14.3% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 1 14.3% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0% 0	Black Male 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	4 36.4% 7 63.6% 0 0.0% 0
Employment Oata - as of 1 EEO-4 Category Officials//Administrators \$\frac{\partial}{2}\$ Professionals Technicians Protective/Service Administrative/Support	2/31/11 White Female 1	Black Female 0 0.0% 1 14.3% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 1 14.3% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	4 36.4% 7 63.6% 0 0.0% 0 0.0% 0
Employment Oata - as of 1 EEO-4 Category Officials//Administrators \$\frac{\partial}{2}\$ Professionals Technicians Protective/Service Administrative/Support	2/31/11 White Female 1 25.0% 3 42.9% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 1 14.3% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 1 14.3% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	4 36.4% 7 63.6% 0 0.0% 0 0.0% 0
Employment Oata - as of 1 EEO-4 Category Officials//Administrators \$3 Professionals Technicians Protective/Service Administrative/Support \$3 Skilled/Craft	2/31/11 White Female 1 25.0% 3 42.9% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 14.3% 0 0.0% 0 0.0% 0	Hispanic Female 0 0.0% 1 14.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 36.4% 7 63.6% 0 0.0% 0 0.0% 0 0.0%
Employment Oata - as of 1 EEO-4 Category Officials//Administrators % Professionals Technicians % Protective/Service % Administrative/Support % Skilled/Craft	2/31/11 White Female 1 25.0% 3 42.9% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 14.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 1 14.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0	4 36.4% 7 63.6% 0 0.0% 0 0.0% 0 0.0% 0
Employment Oata - as of 1 EEO-4 Category Officials//Administrators \$3 Professionals Technicians Protective/Service Administrative/Support \$3 Skilled/Craft	2/31/11 White Female 1 25.0% 3 42.9% 0 0.0	0 0.0% 1 14.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Female 0 0.0% 1 14.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 3 75.0% 2 28.6% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 36.4% 7 63.6% 0 0.0% 0 0.0% 0 0.0%

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Department/Unit: OFFICE	OE HILIMA	N DECOUR	OCE MANA	CENERT /	DBACION OF	CHOLOVE	FRANCE	NC.E			<u>L</u>	<u> </u>	
Employment Data - as of		av HESCOI	TOE MAITA	GENERI /	DIVISION OF	EMPLOTE	E MANAGE	MENI					
	,_,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,												
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am, Indian Male	Total
Officials/ Administrators	1	0	0	0	0	0	1 1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
Professionals	2	0	0	0	0	0	6	0	0	0	0	0	8
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Technicians:	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
rotective Service	0	0	0	0	0	0	0	0	0	0	0	0.07.0	0.075
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0.070
% % %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
killed Craft	0	0	0	0	0	0	0	0	Ö	0	0	0	0.070
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ervice/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
otal	3	0	0	0	0	0	7	0	0	0	Ö	0	10
Department/Unit: OFFICE	OF CCOD	TARVIOE	ICC OF IN	ODMATIC	N TEOURIO	001/							
mployment Data - as of 1		TAN NOFF	ICE OF IN	OHMATIO	N TECHNOL	OGT		· · · · · ·			-		

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
fficials//Administrators	3	0	0	0	0	0	8	Ó	0	0	0	0	11
%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	0.0%	0.0%	0.0%	0.0%	0.0%	23.9%
rofessionals	8	0	0	0_	0	0	21	2	0	1	0	0	32
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	65.6%	6.3%	0.0%	3.1%	0.0%	0.0%	69.6%
echnicians	0	0	0	1	0	0	1	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
rotective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
dministrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%
diled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ervice/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
otal	12	0	0 1	1 1	0 1	0 1	30 I	2	0 1	1	0	0	46

					1		1		1				
Department/Unit: OFFIC	E OF SECR	ETARY/OF	FICE OF TR	ANSPORT	TATION DEL	VERY			<u> </u>			<u> </u>	
Employment Data - as of													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am, Indian Male	Total
Officials/Administrators	1	0	0	0	0	0	1	0	1	0	0	0	3
9/	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	17.6%
Professionals	10	2	0	0	0	0	1	0	0	0	0	0	13
%	76.9%	15.4%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	76.5%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
% % % % % % % % % % % % % % % % % % %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.0%	l 0.0% l	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
************* %	0.0%												
MARKET STATE OF THE STATE OF TH	12	2	Û	0	0	0	2	0	1	0	0	0	17
% Total				0	0	0	2	0	1	0	0	0	17
MARKET STATE OF THE STATE OF TH	12	2	Ö	0	0	0	2	0	1	0	0	0	17
ilotal	12 TMENT OF	2	Ö	0	0	0	2	0	1	0	0	0	17
Total	12 TMENT OF	2	Ö	Asian Female	O Am Indian Femate	Other Female Minority	White Male	O Black Male	1 Hispanic Male	O Asian Male	Other Male Minority	O Am. Indian Male	17
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category	12 TMENT OF 12/31/11 White	2 HIGHWAY	0 S Hispanic	Asian	Am.Indian	Other Female	White	Black	Hispanic	Asian	Other Male	Am. Indian	
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category	TMENT OF 12/31/11 White Female	2 HIGHWAY Black Female	0 S Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Difficials//Administrators,	12 TMENT OF 12/31/11 White Female 25 10.7% 333	2 HIGHWAY Black Female	O Hispanic Female O 0.0%	Asian Female 0 0.0%	Am Indian Femate	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Difficials//Administrators.	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1%	Black Female 0 0.0% 24 1.9%	O Hispanic Female 0 0.0%	Asian Female 0	Am Indian Female 0 0.0%	Other Female Minority 1 0.4%	White Male 207 88.5%	Black Male 0	Hispanic Male	Asian Male 0	Other Male Minority 0	Am. Indian Male 0 0.0%	Total 234 6.2%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Difficials//Administrators.	12	Black Female 0 0.0% 24 1.9%	0 Hispanic Female 0 0.0% 0 0.0% 0	Asian Female 0 0.0%	Am Indian Female 0 0.0%	Other Female Minority 1 0.4%	White Male 207 88.5% 865	Black Male 0 0.0%	Hispanic Male 1 0.4% 3	Asian Male 0 0.0%	Other Male Minority 0 0.0%	Am. Indian Male 0 0.0%	Total 234 6.2% 1274
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Difficials//Administrators, Professionals	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0%	Black Female 0 0.0% 24 1.9% 0	0 Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0%	Am Indian Female 0 0.0% 1 0.1%	Other Female Minority 1 0.4% 2 0.2%	White Male 207 88.5% 865 67.9%	Black Male 0 0.0% 34 2.7%	Hispanic Male 1 0.4% 3 0.2%	Asian Male 0 0.0% 5 0.4%	Other Male Minority 0 0.0% 1 0.1%	Am. Indian Male 0 0.0% 1 0.1%	234 6.2% 1274 33.7%
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, ?rofessionals ?ara-Professionals ?rotective/Service	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0	Black Female 0 0.0% 24 1.9% 0 0.0%	0 Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0%	Am Indian Female 0	Other Female Minority 1 0.4% 2 0.2% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6% 0	Black Male 0 0.0% 34 2.7% 5 5.3%	Hispanic Male 1 0.4% 3 0.2% 1	Asian Male 0 0.0% 5 0.4%	Other Male Minority 0 0.0% 1 0.1%	Am. Indian Male 0 0.0% 1 0.1%	234 6.2% 1274 33.7%
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, Professionals Professionals Professionals Professionals	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0 0.0%	Black Female 0 0.0% 24 1.9% 0 0.0% 0	0 Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 1 0.1% 0 0.0%	Other Female Minority 1 0.4% 2 0.2% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6%	Black Male 0 0.0% 34 2.7% 5	Hispanic Male 1 0.4% 3 0.2% 1 1.1%	Asian Male 0 0.0% 5 0.4% 0 0.0%	Other Male Minority 0 0.0% 1 0.1% 1 1.1%	Am. Indian Male 0 0.0% 1 0.1% 0 0.0%	234 6.2% 1274 33.7% 94 2.5%
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, ?cofessionals ?ara-Professionals ?cotective/Service % Administrative/Support	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0 0.0% 27	2 HIGHWAY Black Female 0 0.0% 24 1.9% 0 0.0% 0 0.0% 3	0 Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 1 0.1% 0 0.0% 0 0.0%	Other Female Minority 1 0.4% 2 0.2% 0 0.0% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6% 0 0.0% 43	Black Male 0 0.0% 34 2.7% 5 5.3% 0 0.0% 3	Hispanic Male 1 0.4% 3 0.2% 1 1.1% 0 0.0% 1	Asian Male 0 0.0% 5 0.4% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 1 0.1% 1 1.1%	Am. Indian Male 0 0.0% 1 0.1% 0 0.0% 0	234 6.2% 1274 33.7% 94 2.5%
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, % Professionals Professionals Administrative/Support	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0 0.0% 27 35.1%	Black Female 0 0.0% 24 1.9% 0 0.0% 0 0.0% 3	0 Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 1 0.1% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 1 0.4% 2 0.2% 0 0.0% 0 0.0% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6% 0 0.0% 43 55.8%	Black Male 0 0.0% 34 2.7% 5 5.3% 0 0.0% 3	Hispanic Male 1 0.4% 3 0.2% 1 1.1% 0 0.0% 1 1.3%	Asian Male 0 0.0% 5 0.4% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 1 0.1% 1 1.1% 0 0.0%	Am. Indian Male 0 0.0% 1 0.1% 0 0.0% 0 0.0%	234 6.2% 1274 33.7% 94 2.5% 0
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, Professionals Professionals Administrative/Support	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0 0.0% 27 35.1% 41	Black Female 0 0.0% 24 1.9% 0 0.0% 0 0.0% 3 3.9%	0 Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 5 0.4% 0 0.0% 0 0.0% 1	Am.Indian Female 0	Other Female Minority 1 0.4% 2 0.2% 0 0.0% 0 0.0% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6% 0 0.0% 43 55.8%	Black Male 0 0.0% 34 2.7% 5 5.3% 0 0.0% 3 3.9% 83	Hispanic Male 1 0.4% 3 0.2% 1 1.1% 0 0.0% 1 1.3% 2	Asian Male 0 0.0% 5 0.4% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 1 0.1% 1 1.1% 0 0.0% 0	Am. Indian Male 0 0.0% 1 0.1% 0 0.0% 0 0.0%	234 6.2% 1274 33.7% 94 2.5% 0
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, % Professionals Professionals Professionals Administrative Support Skilled Craft	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0 0.0% 27 35.1% 41 2.4%	Black Female 0 0.0% 24 1.9% 0 0.0% 3 3.9% 3 0.2%	0 S Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0% 0 0.0% 1 0.1%	Am.Indian Femate 0	Other Female Minority 1 0.4% 2 0.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6% 0 0.0% 43 55.8% 1588 92.3%	Black Male 0 0.0% 34 2.7% 5 5.3% 0 0.0% 3 3.9% 83 4.8%	Hispanic Male 1 0.4% 3 0.2% 1 1.1% 0 0.0% 1 1.3%	Asian Male 0 0.0% 5 0.4% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 1 0.1% 1 1.1% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 1 0.1% 0 0.0% 0 0.0% 0 0.0%	234 6.2% 1274 33.7% 94 2.5% 0 0.0% 77
Total Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, Professionals Professionals Administrative/Support	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0 0.0% 27 35.1% 41 2.4% 30	Black Female 0 0.0% 24 1.9% 0 0.0% 3 3.9% 3 0.2% 1	0 S Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0% 0 0.0% 1 0.1%	Am.Indian Female 0	Other Female Minority 1 0.4% 2 0.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6% 0 0.0% 43 55.8% 1588 92.3% 342	Black Male 0 0.0% 34 2.7% 5 5.3% 0 0.0% 3 3.9% 83 4.8% 6	Hispanic Male 1 0.4% 3 0.2% 1 1.1% 0 0.0% 1 1.3% 2 0.1% 1	Asian Male 0 0.0% 5 0.4% 0 0.0% 0 0.0% 1 0.1% 0	Other Male Minority 0 0.0% 1 0.1% 1 1.1% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 1 0.1% 0 0.0% 0 0.0% 1 0.0% 1	234 6.2% 1274 33.7% 94 2.5% 0 0.0% 77 2.0%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators, % Professionals Professionals Professionals Administrative Support Skilled Craft	12 TMENT OF 12/31/11 White Female 25 10.7% 333 26.1% 15 16.0% 0 0.0% 27 35.1% 41 2.4%	Black Female 0 0.0% 24 1.9% 0 0.0% 3 3.9% 3 0.2%	0 S Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 5 0.4% 0 0.0% 0 0.0% 1 0.1%	Am.Indian Femate 0	Other Female Minority 1 0.4% 2 0.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 207 88.5% 865 67.9% 72 76.6% 0 0.0% 43 55.8% 1588 92.3%	Black Male 0 0.0% 34 2.7% 5 5.3% 0 0.0% 3 3.9% 83 4.8%	Hispanic Male 1 0.4% 3 0.2% 1 1.1% 0 0.0% 1 1.3% 2 0.1%	Asian Male 0 0.0% 5 0.4% 0 0.0% 0 0.0% 1 0.1%	Other Male Minority 0 0.0% 1 0.1% 1 1.1% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 1 0.1% 0 0.0% 0 0.0% 1 0.0% 1 0.1%	234 6.2% 1274 33.7% 94 2.5% 0 0.0% 77 2.0% 1720 45.5%

	T				T		T	Τ	T		Т	Γ	
Department/Unit: DEPAF	TMENT OF	HIGHWAY	S/OFFICE	DF PROJE	CT DEVELO	PMENT		1	1	<u> </u>	1	L	<u> </u>
Employment Data - as of	12/3 t/1 t												
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Dfficials/Administrators	2	0	0	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	Ō	0	0	0	0	0	0.07.0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	Ö	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	Ö	0	0	0	0	0	0	0	0	0	0	0
**************************************	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
rotal	2	0	0	0	0	0	0	0	0	0	0	0	2
<u>.</u>													
Department/Unit: DEPART	MENT OF	HICHWAY	/ DIETRIC	T 4			<u> </u>	<u> </u>					
Employment Data - as of		IIGHWAIG	/ DISTRIC	<u> </u>							 .		
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	1	0	0	0	0	0	11	0	0	0	0	0	12
96	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	91.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%
Professionals	16	1	0	0	0	0	43	2	1	0	0	0	63
9%	25.4%	1.6%	0.0%	0.0%	0.0%	0.0%	68.3%	3.2%	1.6%	0.0%	0.0%	0.0%	20.2%
Fechnicians .	5	0	0	0	0	0	16	1	0	0	0	0	22
%	22.7%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	4.5%	0.0%	0.0%	0.0%	0.0%	7.1%
Para-Professionals	1 10.70	0	0	0	0	0	5	0	0	0	0	0	6
%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%
Administrative Support	2 100.0%	0	0	0	0	0	0	0	0	0	0	0	2
% ************************************	5	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Skilled Craft	3.1%	0.6%	0	0	0	0	147	10	0	0	0	0	163
%			0.0%	0.0%	0.0%	0.0%	90.2%	6.1%	0.0%	0.0%	0.0%	0.0%	52.2%
ervice/Maintenace	3	1 0.294	0	0	0	0	39	1	0	0	0	0	44
% 	6.8%	2.3%	0.0%	0.0%	0.0%	0.0%	88.6%	2.3%	0.0%	0.0%	0.0%	0.0%	14.1%
otal	33	3]	0	0	0	0 I	261 I	14	1 I	0	0 1	0 1	312

									1				
Department/Unit: DEPA			S / DISTRE	CT 2				*					
Employment Data - as of	12/31/2011												
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/ Administrators	9 1	0	0	0	0	0	7	0	. 0	Ö	0	0	8
and the second	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%
Professionals	16	1	0	0	Ö	0	34	1	0	0	0	0	52
•	30.8%	1.9%	0.0%	0.0%	0.0%	0.0%	65.4%	1.9%	0.0%	0.0%	0.0%	0.0%	15.9%
echnicians		2	0	0	0	0	20	0	0	0	0	0	28
9		7.1%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%
Para-Professionals	2	0	0	0	0	0	4	0	0	0	0	0	6
9	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%
dministrative Support		0	0	0	0	0	0	0	0	0	0	0	1
- 9	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	9	1	0	0	0	0	161	13	0	0	0	0	184
<u> </u>	4.9%	0.5%	0.0%	0.0%	0.0%	0.0%	87.5%	7.1%	0.0%	0.0%	0.0%	0.0%	56.1%
ervice/Maintenace	3	0	0	0	0	0	45	0	0	1	0	0	49
%	~	0.0%	0.0%	0.0%	0.0%	0.0%	91.8%	0.0%	0.0%	2.0%	0.0%	0.0%	14.9%
otal	38	4	0_	0	_ 0	0	271	14	0	1	0	0	328
otal	38	4	0_	0	0	0	271	14	0	1	0	0	328
Department/Unit: DEPA	THENT OF	-		_	0	0	271	14	0	1	0	0	328
	THENT OF	-		_	0	0	271	14	0	1	0	0	328
epartment/Unit: DEPA	THENT OF	-		_	Am.Indian Female	Other Female Minority	White Male	14 Black Male	Hispanic Male	1 Asian Male	Other Male Minority	O Am. Indian Male	328
epartment/Unit: DEPAI mployment Data - as of EEO-4 Category	 RTMENT OF 12/31/2011 White	F HIGHWAY Black	S/DISTRIC	CT 3	Am.Indian	Other Female	White	Black	Hispanic	Asian	Other Male	Am. Indian	
epartment/Unit: DEPAI mployment Data - as of EEO-4 Category fficials//Administrators	RTMENT OF 12/31/2011 White Female 0	Black Female 0	S / DISTRIC	Asian Female	Am.Indian Female	Other Female Minority 0	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Mate	Total
repartment/Unit: DEPAI mployment Data - as of EEO-4 Category fficials//Administrators.	RTMENT OF 12/31/2011 White Female 0 0.0%	Black Female 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Other Female Minority 0 0.0%	White Male	Black Male	Hispanic Male	Asian Male O	Other Male Minority	Am. Indian Male O	Total
repartment/Unit: DEPAI mployment Data - as of EEO-4 Category fficials/Administrators.	0 0.0% 21.33%	Black Female 0 0.0% 1 1.3%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1%	Black Male 0	Hispanic Male	Asian Male 0	Other Male Minority 0	Am. Indian Male 0	Total 9 3.0%
repartment/Unit: DEPAI mployment Data - as of EEO-4 Category fficials/Administrators cofessionals cohnicians	0 0.0% 27.3% 6	Black Female 0 0.0% 1 1.3%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1%	Black Male 0 0.0% 1 1.3%	Hispanic Male 0 0.0% 0 0.0% 0	Asian Male 0 0.0%	Other Male Minority 0 0.0%	Am. Indian Male 0 0.0%	Total 9 3.0% 77
repartment/Unit: DEPAI imployment Data - as of EEO-4 Category fficials/Administrators colessionals cohnicians	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4%	Black Female 0 0.0% 1 1.3% 1 3.2%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0%	Black Male 0 0.0% 1 1.3% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 1 3.2%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	9 3.0% 77 25.4% 31 10.2%
repartment/Unit: DEPAI Imployment Data - as of EEO-4 Category Ifficials/Administrators refessionals echnicians ara-Professionals	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2	Black Female 0 0.0% 1 1.3% 1 3.2%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4	Black Male 0 0.0% 1 1.3% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0	Am. Indian Male 0	9 3.0% 77 25.4% 31 10.2%
repartment/Unit: DEPAI Imployment Data - as of EEO-4 Category Ifficials/Administrators refessionals chhicians ara Professionals %	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2 33.3%	Black Female 0 0.0% 1 1.3% 1 3.2% 0	S / DISTRIC Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4 66.7%	Black Male 0 0.0% 1 1.3% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0 0.0%	Am. Indian Male 0	9 3.0% 77 25.4% 31 10.2% 6 2.0%
repartment/Unit: DEPAI imployment Data - as of EEO-4 Category fficials/Administrators volessionals echnicians ara-Professionals dministrative Support	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2 33.3% 2	Black Female 0 0.0% 1 1.3% 1 3.2% 0 0.0%	S / DISTRIC Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4 66.7% 0	Black Male 0 0.0% 1 1.3% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0 0.0% 0	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	9 3.0% 77 25.4% 31 10.2% 6 2.0%
repartment/Unit: DEPAI imployment Data - as of EEO-4 Category fficials/Administrators refessionals echnicians ara Professionals dministrative Support	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2 33.3% 2 100.0%	Black Female 0 0.0% 1 1.3% 1 3.2% 0 0.0%	S / DISTRIC Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4 66.7% 0 0.0%	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0 0.0% 0 0.0%	Am. Indian Male 0	9 3.0% 77 25.4% 31 10.2% 6 2.0% 2
repartment/Unit: DEPAI imployment Data - as of EEO-4 Category fficials/Administrators refessionals echnicians ara-Professionals dministrative Support killed/Craft	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2 33.3% 2 100.0% 2	Black Female 0 0.0% 1 1.3% 1 3.2% 0 0.0% 0	S / DISTRIC Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4 66.7% 0 0.0% 122	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0% 0 0.0% 6	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0 0.0% 0 0.0%	Am. Indian Male 0	9 3.0% 77 25.4% 31 10.2% 6 2.0% 2 0.7% 131
Department/Unit: DEPAI imployment Data - as of EEO-4 Category Officials//Administrators rofessionals echnicians ara:Professionals dministrative:Support killed(Craft	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2 33.3% 2 100.0% 2 1.5%	Black Female 0 0.0% 1 1.3% 1 3.2% 0 0.0% 0	S / DISTRIC Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4 66.7% 0 0.0% 122 93.1%	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0% 0 0.0% 6 4.6%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.8%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0	9 3.0% 77 25.4% 31 10.2% 6 2.0% 2 0.7% 131 43.2%
Department/Unit: DEPAI imployment Data - as of EEO-4 Category Officials//Administrators rofessionals echnicians ara Professionals dministrative Support killed(Craft) ervice/Maintenace	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2 33.3% 2 100.0% 2 1.5% 6	Black Female 0 0.0% 1 1.3% 1 3.2% 0 0.0% 0 0.0%	S / DISTRIC Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4 66.7% 0 0.0% 122 93.1% 40	0 0.0% 1 1.3% 0 0.0% 0 0.0% 0 0.0% 6 4.6%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.8% 0	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0	9 3.0% 77 25.4% 31 10.2% 6 2.0% 2 0.7% 131 43.2%
Department/Unit: DEPAI imployment Data - as of EEO-4 Category Officials//Administrators rofessionals echnicians ara:Professionals dministrative:Support killed(Craft	PRIMENT OF 12/31/2011 White Female 0 0.0% 21 27.3% 6 19.4% 2 33.3% 2 100.0% 2 1.5%	Black Female 0 0.0% 1 1.3% 1 3.2% 0 0.0% 0	S / DISTRIC Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 9 100.0% 54 70.1% 22 71.0% 4 66.7% 0 0.0% 122 93.1%	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0% 0 0.0% 6 4.6%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.8%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 1 3.2% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0	9 3.0% 77 25.4% 31 10.2% 6 2.0% 2 0.7% 131 43.2%

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Department/Unit: DEPAR	TMENT OF	HIGHWAY	S / DISTRIC	CT 4	<u> </u>			l	<u> </u>		<u> </u>		
Employment Data - as of		HIGHTAL	3 / 15/51111	014									
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EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Fernale	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	2	0	0	0	Ö	0	11	0	0	0	0	0	13
9	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	84.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
Professionals	21	0	0	0	0	0	38	2	0	0	0	0	61
9	34.4%	0.0%	0.0%	0.0%	0.0%	0.0%	62.3%	3.3%	0.0%	0.0%	0.0%	0.0%	20.1%
Technicians	3	1	0	0	0	0	20	0	0	0	0	0	24
9	12.5%	4.2%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	7.9%
Para-Professional	0	0	0	0	0	0	10	0	0	0	0	0	10
9	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
9	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	7	0	0	0	0	0	137	13	0	0	0	0	157
9/	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.3%	8.3%	0.0%	0.0%	0.0%	0.0%	51.8%
Service/Maintenace	2	0	0	0	0	0	34	1	0	0	1	0	38
9	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	89.5%	2.6%	0.0%	0.0%	2.6%	0.0%	12.5%
Total	35	1	0	0	0	0	250	16	0	0	1	0	303
Department/Unit: DEPAR	THENTOE	LICHIVAVI	Pieroi	YT E									
Employment Data - as of		HIGHWAY	1 / DISTRIC	, I D									
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EEO-4 Category	White Female	Błack Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators)	2	0	0	0	0	0	14	0	Ö	0	0	0	16
%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%
Professionals	24	1	0	1	1	1	69	5	1	1	0	0	104
**************************************	23.1%	1.0%	0.0%	1.0%	1.0%	1.0%	66.3%	4.8%	1.0%	1.0%	0.0%	0.0%	35.9%
Technicians	5	1	0	0	0	0	25	1	0	0	0	_ 0	32
%	15.6%	3.1%	0.0%	0.0%	0.0%	0.0%	78.1%	3.1%	0.0%	0.0%	0.0%	0.0%	11.0%
Para-Professionals	1	0	0	0	0	0	14	1	0	0	0	0	16
%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	6.3%	0.0%	0.0%	0.0%	0.0%	5.5%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	0	1	0	0	0	0	100	10	0	0	0	0	111
%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	90.1%	9.0%	0.0%	0.0%	0.0%	0.0%	38.3%
Service/Maintenace	2	0	0	0	0	0	6	1	1	0	0	0	10
% Total	20.0% 35	0.0%	0.0%	0.0%	0.0%	0.0%	60.0% 228	10.0%	10.0%	0.0%	0.0%	0.0%	3.4%

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Department/Unit: DEPAR		HIGHWAY	S / DISTRIC	CT 6		l		<u> </u>	•				· .
Employment Data - as of													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	0	0	0	0	0	0	13	0	0	0	0	0	13
1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%
Professionals **	22	2	0	0	0	0	69	1	0	0	0	0	94
£%	23.4%	2.1%	0.0%	0.0%	0.0%	0.0%	73.4%	1.1%	0.0%	0.0%	0.0%	0.0%	34.7%
Technicians	4	0	0	0	0	0	23	0	0	0	0	0	27
%	14.8%	0.0%	0.0%	0.0%	0.0%	0.0%	85.2%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	5	0	0	0	0	0	5
9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Skilled Craft	7	0	0	0	0	0	109	1	1	0	0	0	118
9%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	92.4%	0.8%	0.8%	0.0%	0.0%	0.0%	43.5%
Service/Maintenace	0	0	0	0	0	0	13	0	0	0	0	0	13
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#DIV/0!
Total	34	2	0	0	0	0	232	2	1	0	0	0	271
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Department/Unit: DEPART	MENT OF I	IIGHWAYS	7 DISTRIC	17		·		·		<u> </u>	<u>. </u>		
Employment Data - as of 1	2/31/2011												
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	2	0	0	0	0	0	14	0	0	0	0	0	16
2.2	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	5.1%
Professionals	22	5	0	0	0	0	72	4	0	0	0	0	103
% A Section 1995	21.4%	4.9%	0.0%	0.0%	0.0%	0.0%	69.9%	3.9%	0.0%	0.0%	0.0%	0.0%	32.9%
Technicians	5	0	1	0	0	0	28	0	0	0	0	0	34
%	14.7%	0.0%	2.9%	0.0%	0.0%	0.0%	82.4%	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%
Para-Professionals	0	0	0	0	0	0	5	2	0	0	1	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	25.0%	0.0%	0.0%	12.5%	0.0%	2.6%
Administrative Support	0	1	0	0	0	0	0	0	0	0	0	0	1
% and the second second second second second second second second second second second second second second second		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	2	0	0	0	0	0	107	6	0	1	0	0	116
% 5	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	92.2%	5.2%	0.0%	0.9%	0.0%	0.0%	37.1%
Service/Maintanace	2	0	0	0	0	0	33	0	0	0	0	0	35
% ************************************	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	94.3%	0.0%	0.0%	0.0%	0.0%	0.0%	11.2%
Total	33	6	1	0	0	0	259	12	0	1	1	0	313

Department/Unit:DEPART	MENT OF	I.	1 DICTOR	OT 0		<u> </u>	1	<u> </u>	1	<u> </u>	1	<u> </u>	
Employment Data - as of			ואו פוט / פ	C1 8									·
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EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	1	0	0	0	0	0	13	0	I o .	0	0	0	14
**************************************	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	92.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.7%
Professionals	18	2	0	1	0	0	53	3	0	0	0	0	77
%	23.4%	2.6%	0.0%	1.3%	0.0%	0.0%	68.8%	3.9%	0.0%	0.0%	0.0%	0.0%	25.6%
Technicians	4	0	0	0	0	0	19	0	0	0	0	0	23
%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	82.6%	0.0%	0.0%	0.0%	0.0%	0.0%	7.6%
Para-Professionals	1	0	0	0	0	0	3	0	0	0	Ö	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%
Administrative Support	_ 1	0	0	0	0	0	0	0	0	Ö	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
skilled Craft	2	0	0	0	0	0	166	6	0	0	0	0	174
%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	95.4%	3.4%	0.0%	0.0%	0.0%	0.0%	57.8%
Service/Maintenace 🐖	3	0	0	0	. 0	0	5	0	0	0	0	0	8
%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%
otal	30	2	0	1	0	0	259	9	0	0	0	0	301
<u> </u>												1	
Department/Unit: DEPART	MENT OF	DICTURATE	/ DIETDIA	T D					l i				
mployment Data - as of 1		DIGHWATE) I DISTRIC	1 8					*			 -	· · · · · · · · · · · · · · · · · · ·
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
fficials/Administrators	2	0	0	0	0	Ö	12	0	0	0	0	0	14
%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%
rofessionals	19	1	0	0	0	0	44	2	0	0	0	0	66
%	28.8%	1.5%	0.0%	0.0%	0.0%	0.0%	66.7%	3.0%	0.0%	0.0%	0.0%	0.0%	25.2%
echnicians	0	0	0	Ö	0	0	21	O	0	0	0	0	21
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%
ara-Professionals	0	. 0	0	0	0	0	2	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
dministrative Support	1	0	_ 0	0	0	0	0	1	0	0	0	0	2
CONTRACTOR OF THE PROPERTY OF	E0 00/	A 66/	A 00/	0.00/	0.004	2 22/							

% 50.0%

Skilled Craft

Service/Maintenace

%

Total

0.0%

0

0.0%

0

0.0%

1

0.7%

0

0.0%

23

0.0%

0

0.0%

0

0.0%

0

0.0%

0

0.0%

0

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0

0.0%

0

0.0%

0

0.0%

0

0.0%

0

0.0%

0

0.0%

0

0.0%

128

92.8%

19

100.0%

226

50.0%

9

6.5%

0

0.0%

12

0.0%

0

0.0%

0

0.0%

0

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0.0%

0

0.0%

0

0.0%

0

0.8%

138

52.7%

19

7.3%

262

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Department/Unit: DEPAR	I IMENT OF	HIGHWAY	I S / DISTRIC	T 10				<u> </u>	<u> </u>	<u> </u>	<u> </u>		<u> </u>
Employment Data - as of		THOU IN A I	J / DIGTING	<u> </u>						·			···
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	1	0	0	0	o	0	9	0	Ö	0	0	0	10
%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%
Professionals	18	0	0	0	0	0	57	0.07.0	0.070	0.0 %	0.070	0.078	75
%	24.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.9%
Technicians	2	0	0	0	0	0	18	0	0	1	0.070	0.070	21
%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	4.8%	0.0%	0.0%	7.2%
Para-Professionals	1	0	0	0	0	0	1	0	0	0	0	0.570	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Administrative Support	0	0	0	0	0	0	1	0	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	3	0	0	0	0	0	145	2	0	0	0	0	150
%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	96.7%	1.3%	0.0%	0.0%	0.0%	0.0%	51.7%
Service/Maintenace	1	0	0	0	0	0	30	0	0	0	0	0	31
%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	96.8%	0.0%	0.0%	0.0%	0.0%	0.0%	10.7%
Total)	26	0	0	0	0	0	261	2	0	1	0	0	290
Department/Unit: DEPART	MENT OF	HIGHWAYS	/ DISTRIC	T 11									
Department/Unit: DEPART Employment Data - as of 1		HIGHWAYS	/DISTRIC	T 11	<u> </u>	-							
		HIGHWAYS	/ DISTRIC	T 11		-							
		HIGHWAYS Black Female	/ DISTRIC Hispanic Female	T 11 Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Employment Data - as of 1	2/31/2011 White Female	Black	Hispanic	Asian		Female					Male		Total
Employment Data - as of 1 EEO-4 Category	2/31/2011 White Female	Black Female	Hispanic Female	Asian Female	Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	
Employment Data - as of 1 EEO-4 Calegory Officials//Administrators	White Female 0 0.0%	Black Female	Hispanic Female 0 0.0%	Asian Female	Female 0	Female Minority	Male 16	Male 0	Male 0	Male 0	Male Minority 0	Male 0	16
Employment Data - as of 1 EEO-4 Category Officials//Administrators	2/31/2011 White Female 0 0.0% 21 24.7%	Black Female 0 0.0% 1	Hispanic Female 0 0.0% 0	Asian Female 0 0.0% 0	0 0.0%	Female Minority 0 0.0%	Male 16 100.0%	0 0.0%	Male 0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	16 5.4%
Employment Data - as of 1 EEO-4 Category Officials//Administrators	2/31/2011 White Female 0 0.0% 21 24.7% 2	Black Female 0 0.0% 1 1.2% 0	Hispanic Female 0 0.0%	Asian Female 0 0.0%	0 0.0% 0	Female Minority 0 0.0% 0	16 100.0% 62	0 0.0%	0 0.0% 0	0 0.0% 0	Male Minority 0 0.0%	0 0.0% 0	16 5.4% 85
Employment Data - as of 1 EEO-4 Category Officials//Administrators & Rofessionals	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3%	5lack Female 0 0.0% 1 1.2% 0	Hispanic Female 0 0.0% 0	Asian Female 0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0 0.0%	16 100.0% 62 72.9%	0 0.0% 1 1.2%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0%	0 0.0% 0	16 5.4% 85 28.6%
Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4	Black Female 0	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	16 100.0% 62 72.9% 21	0 0.0% 1 1.2%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0%	0 0.0% 0 0.0%	16 5.4% 85 28.6% 24
Employment Data - as of 1 EEO-4 Category Officials/Administrators ? Professionals Technicians 2 Para-Professionals	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4%	Black Female 0 0.0% 1 1.2% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5%	0 0.0% 1 1.2% 1 4.2%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	16 5.4% 85 28.6% 24 8.1%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals % Para-Professionals % Administrative Support	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4% 2	Black Female 0 0.0% 1 1.2% 0 0.0% 0 0.0% 1	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5% 5 55.6%	0 0.0% 1 1.2% 1 4.2% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	16 5.4% 85 28.6% 24 8.1%
Employment Data - as of 1 EEO-4 Category Officials//Administrators References Reconsider Reconsid	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4% 2 66.7%	Black Female 0 0.0% 1 1.2% 0 0.0% 0 0.0% 1 133.3%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5% 5	0 0.0% 1 1.2% 1 4.2% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	16 5.4% 85 28.6% 24 8.1% 9 3.0%
Employment Data - as of 1 EEO-4 Category Officials/Administrators % Professionals % Para-Professionals % Administrative Support	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4% 2 66.7% 3	0 0.0% 1 1.2% 0 0.0% 0 0.0% 1 33.3% 0	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5% 5 55.6%	0 0.0% 1 1.2% 1 4.2% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 5.4% 85 28.6% 24 8.1% 9 3.0% 3
Employment Data - as of 1 EEO-4 Category Officials//Administrators & Professionals Technicians Para-Professionals Administrative Support Skilled Graft	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4% 2 66.7% 3 2.3%	0 0.0% 1 1.2% 0 0.0% 0 0.0% 1 33.3% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.8%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5% 5 55.6% 0 0.0% 118 91.5%	0 0.0% 1 1.2% 1 4.2% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 5.4% 85 28.6% 24 8.1% 9 3.0% 3
Employment Data - as of 1 EEO-4 Category Officials//Administrators References Professionals Cohnicians Para-Professionals Administrative Support Skilled/Craft	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4% 2 66.7% 3 2.3% 7	0 0.0% 1 1.2% 0 0.0% 0 0.0% 1 33.3% 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.8% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5% 5 55.6% 0 0.0% 118 91.5% 23	0 0.0% 1 1.2% 1 4.2% 0 0.0% 0 0.0% 7 5.4%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 5.4% 85 28.6% 24 8.1% 9 3.0% 3 1.0%
Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals Technicians % Administrative Support % Skilled/Craft % Service/Maintenace %	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4% 2 66.7% 3 2.3% 7 22.6%	0 0.0% 1 1.2% 0 0.0% 0 0.0% 1 33.3% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.8% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5% 5 55.6% 0 0.0% 118 91.5% 23 74.2%	0 0.0% 1 1.2% 1 4.2% 0 0.0% 0 0.0% 7 5.4% 1 3.2%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 5.4% 85 28.6% 24 8.1% 9 3.0% 3 1.0% 129 43.4%
Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals Cechnicians Administrative Support Skilled/Graft Service/Maintenace	2/31/2011 White Female 0 0.0% 21 24.7% 2 8.3% 4 44.4% 2 66.7% 3 2.3% 7	0 0.0% 1 1.2% 0 0.0% 0 0.0% 1 33.3% 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.8% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 100.0% 62 72.9% 21 87.5% 5 55.6% 0 0.0% 118 91.5% 23	0 0.0% 1 1.2% 1 4.2% 0 0.0% 0 0.0% 7 5.4%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	16 5.4% 85 28.6% 24 8.1% 9 3.0% 3 1.0% 129 43.4% 31

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Department/Unit;DEPAR	MENT OF	HIGHWAYS	T DISTRIC	T 12		<u>. </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	L		i
Employment Data - as of		HOHMAIC	, , Digities	71 1Z								·	
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	. White Male	Black Male	Hispanic Male	Asian Mate	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	3	0	0	- 0	0	0	10	0	0	0	0	Ō	13
9/	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	76.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.4%
Professionals	25	2	0	0	0	0	56	5	0.070	1	0.070	0.07.0	89
7%	28.1%	2.2%	0.0%	0.0%	0.0%	0.0%	62.9%	5.6%	0.0%	1.1%	0.0%	0.0%	30.2%
Technicians	4	0	ō	0	0	0	11	1	0.07.0	0	0.070	0.070	16
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	68.8%	6.3%	0.0%	0.0%	0.0%	0.0%	5.4%
Para:Professionals	0	0	0	0	0	0	8	2	1	0	0	0.070	11
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	18.2%	9.1%	0.0%	0.0%	0.0%	3.7%
Administrative Support	2	Ö	0	0	0	0	0	0	0	0	0	0.07.0	2
- N. E. S. L. C. S. S. S. S. S. S. S. S. S. S. S. S. S.	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Skilled Craft	Ö	0	0	0	0	0	135	0	0	0	0	1	136
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	99.3%	0.0%	0.0%	0.0%	0.0%	0.7%	46.1%
Service/Maintenace	0	0	0	0	0	0	28	0	0	0	0	0	28
90	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%
Total	34	2	0	0	0	0	248	8	1	1	0	1	295
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Department/Init: DEDAD	THENT OF	LICUWAV	2 / DRIJEION	LOC DI AL	INIINIC								
Department/Unit: DEPAR		HIGHWAY	S / DIVISION	N OF PLAN	INING								
Department/Unit: DEPAR Employment Data - as of 1		HIGHWAY	S / DIVISION	N OF PLAN	INING								
Employment Data - 28 of 1 EEO-4 Category	2/31/2011 White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Employment Data - as of 1 EEO-4 Category Officials/Administrators	2/81/2011 White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Female Minority					Male		Total
Employment Data - as of a EEO-4 Category Officials//Administrators	2/31/2011 White Female 1 16.7%	Black Female 0 0.0%	Hispanic Female 0	Asian Female 0	Am.Indian Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	
Employment Data - as of a EEO-4 Category Officials//Administrators % Rrofessionals	2/31/2011 White Female 1 16.7%	Black Female 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Female Minority 0 0.0% 0	5 83.3% 23	0 0.0% 2	Male 0	Male 0	Male Minority 0	Male 0	6
Employment Data - as of a EEO-4 Category Officials//Administrators % Professionals	White Female 1 16.7% 14 35.0%	Black Female 0 0.0% 0	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0%	5 83.3% 23 57.5%	Male 0 0.0%	0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	6 13.0%
Employment Data - as of a EEO-4 Category Officials/Administrators Professionals % Itechnicians	2/31/2011 White Female 1 16.7% 14 35.0% 0	Black Female 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0%	0 0.0% 0 0.0%	5 83.3% 23 57.5%	0 0.0% 2 5.0%	0 0.0% 0	0 0.0% 1 2.5%	Male Minority 0 0.0%	0 0.0% 0	6 13.0% 40
Employment Data - as of EEO-4 Category Officials//Administrators 94 Professionals 92 Iechnicians	2/31/2011 White Female 1 16.7% 14 35.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0	0 0.0% 2 5.0% 0	0 0.0% 0 0.0%	0 0.0% 1 2.5%	Male Minority 0 0.0% 0	0 0.0% 0	6 13.0% 40 87.0%
Employment Data - as of EEO-4 Category Officials//Administrators % Professionals Technicians % Rare-Professionals	2/31/2011 White Female 1 16.7% 14 35.0% 0 0.0% 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0 0.0%	0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0%	0 0.0% 2 5.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 2.5% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0%
Employment Data - as of EEO-4 Category Officials//Administrators % Professionals Technicians % Pare-Professionals	2/31/2011 White Female 1 16.7% 14 35.0% 0 0.0% 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0	0 0.0% 2 5.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 2.5% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0
Employment Data - as of EEO-4 Category Officials//Administrators % Professionals Technicians % Pare-Professionals % Administrative/Support	2/31/2011 White Female 1 16.7% 14 35.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0	0 0.0% 2 5.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 2.5% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0 0.0%
Employment Data - as of EEO-4 Category Officials//Administrators % Professionals Technicians % Pare Professionals Administrative Support	2/31/2011 White Female 1	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0 0.0%	0 0.0% 2 5.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 2.5% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0 0.0% 0
Employment Data - as of EEO-4 Category Officials//Administrators 9% Professionals 7% Technicians % Pare-Professionals Administrative Support % Skilled Craft	2/31/2011 White Female 1	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0 0.0% 0	0 0.0% 2 5.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 2.5% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0 0.0% 0
Employment Data - as of EEO-4 Category Officials//Administratora % Professionals Cethnicians Seare-Professionals Administrative/Support Skilled/Craft	2/31/2011 White Female 1	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 2 5.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 2.5% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0 0.0% 0 0.0%
Employment Data - as of EEO-4 Category Officials//Administrators % Professionals Technicians % Para-Professionals Administrative Support % Skilled Graft % Service/Maintenace	2/31/2011 White Female 1	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 2 5.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 2.5% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0 0.0% 0 0.0% 0
Employment Data - as of EEO-4 Category Officials/Administrators 96 Professionals Technicians Co Administrative Support Skilled Craft Service Maintenace %	2/31/2011 White Female 1	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 2 5.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 2.5% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0 0.0% 0 0.0% 0 0.0%
Employment Data - as of EEO-4 Category Officials//Administrators % Professionals Technicians % Para-Professionals Administrative Support % Skilled Graft % Service/Maintenace	2/31/2011 White Female 1	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 23 57.5% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 2 5.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 2.5% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 13.0% 40 87.0% 0 0.0% 0 0.0% 0 0.0%

<u> </u>		T	<u> </u>	1	Τ	·	Τ	· · · · · ·	_		1		
Department/Unit: DEPAR1	MENT OF	HIGHWAY	S / DIVISIO	N OF STR	UCTURAL D	ESIGN	.!		1	L	<u> </u>	<u> </u>	<u> </u>
Employment Data - as of									·				***
FFO A C-A	White	Black	Hispanic	Asian	Am.Indian	Other	White	Black	Hispanic	Asian	Other	Am. Indian	
EEO-4 Category	Female	Female	Female	Female	Female	Female	Male	Mate	Male	Male	Male	Male	Total
						Minority					Minority		
Officials//Administrators	0	0	0	0	0	0	8	0	0	0	0	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.0%
Professionals	2	0	Ō	0	0	0	30	1	0.0%	2	0.078	0.078	35
%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	2.9%	0.0%	5.7%	0.0%	0.0%	70.0%
Technicians	1	0	0	0	0	0	2	0	0.070	0.770	0.070	0.070	3
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%
Para-Professionals	0	0	0	0	0	0	2	0	0.070	0.070	0.070	0.070	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%
Administrative Support	0	0	0	0	0.070	0.070	0	0.078	0.078	0.078	0.078	0.0%	4.0%
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	2	0	0.070	0.07.0	0.070	0.070	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0.070	0.07.0	0.070	0.070	0.070	0.0%	0.0 %
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	3	0	0	0	0	0	44	1	0.07.0	2	0.070	0.078	50
A CONTRACTOR OF THE PROPERTY O	-	-	,		·		44		Ū		·	U	
												, and	
Department/Unit: DEPART		HIGHWAY	S / DIVISIO	N OF HIGH	WAY DESIG	N	1 1						
Employment Data - as of 1	2/31/2011										1		-
						Other					Other		
EEO-4 Category	White	Black	Hispanic	Asian	Am.Indian	Female	White	Black	Hispanic	Asian	Male	Am. Indian	Total
	Female	Female	Female	Female	Female	Minority	Male	Male	Male	Male	Minority	Male	rotar
Officials//Administrators	0	0	0	0	0	1	9	0	0	0	0	0	10
%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.6%
Professionals	7	2	0	0	0	0	28	0	1	0	0	0	38
<u> </u>	18.4%	5.3%	0.0%	0.0%	0.0%	0.0%	73.7%	0.0%	2.6%	0.0%	0.0%	0.0%	74.5%
rechnicians	0	1 00 00/	0	0	0	0	1	0	0	1	0	0	3
%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	5.9%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	00
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support &	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ervice/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0% 7	0.0% 3	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
otal			0	0	0	0	38	0	1	1			

Department/Unit: DEPARTMENT OF HIGHWAYS / DIVISION OF ENVIRONMENTAL ANALYSIS	1 0.0% 0 0.0% 0 0.0% 0 0.0%
Employment Data - as of 12/31/2011 EEO-4 Category White Female Male Male	6 20.0% 23 76.7% 1 0.0% 0 0.0% 0 0.0%
Commonweight Comm	6 20.0% 23 76.7% 1 0.0% 0 0.0% 0 0.0%
Chicals/Administrators	6 20.0% 23 76.7% 1 0.0% 0 0.0% 0 0.0%
Service Service Service Service Support O	20.0% 23 76.7% 1 0.0% 0 0.0% 0 0.0% 0
No. No.	20.0% 23 76.7% 1 0.0% 0 0.0% 0 0.0% 0
Professionals 4 0 0 0 0 0 19 0 0 0 0 0 0 0 0 0 0 0 0 0	23 76.7% 1 0.0% 0 0.0% 0 0.0% 0
Total Separation Service Ser	76.7% 1 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%
Paraterrofessionals 1 0	1 0.0% 0 0.0% 0 0.0% 0 0.0%
Protective Service	0.0% 0 0.0% 0 0.0% 0 0.0%
Protective Service 0	0 0.0% 0 0.0% 0
	0.0% 0 0.0% 0 0.0%
Administrative Support 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0.0% 0 0.0%
No. No.	0.0% 0 0.0%
SkilledicTaft 0 <	0.0%
% 0.0% 0.	0.0%
0.0% 0.0%	
Total 5 0 0 0 0 0 24 1 0 0 0 0 0 Department/Unit: DEPARTMENT OF HIGHWAYS / OFFICE OF PRJOJECT DELIVERY & PRESERVATION	
Department/Unit: DEPARTMENT OF HIGHWAYS / OFFICE OF PRIOJECT DELIVERY & PRESERVATION	0.0%
	30
EEO-4 Category White Black Hispanic Asian Am.Indian Female White Black Hispanic Asian Other Am. Indian Female Female Female Minority Male Male Male Minority Minority	Total
Officials//Administrators 0 0 0 0 0 0 0 0 0	2
% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 100.0% 0.0%	50.0%
Professionals 0 0 0 0 0 0 1 0 0 0 0	
0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	1
Technicians 0 0 0 0 0 0 0 0 0 0	
0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	1
Protective Service 0 0 0 0 0 0 0 0 0 0	1 25.0%
% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	1 25.0% 0
Administrative Support 1 0 0 0 0 0 0 0 0 0	1 25.0% 0 0.0%
	1 25.0% 0 0.0%
0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	1 25.0% 0 0.0% 0
Skilled/Cran 0 0 0 0 0 0 0 0 0 0 0	1 25.0% 0 0.0% 0 0.0%
Skilled/Craft 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 25.0% 0 0.0% 0 0.0% 1 0.0%
Skilled/Craft 0 <	1 25.0% 0 0.0% 0 0.0% 1 0.0%
Skilled/Craft 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 25.0% 0 0.0% 0 0.0% 1 0.0% 0

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Department/Unit: DEPAR	TMENT OF	HIGHWAY	S / DIVISIO	N OF COR	STRUCTION			<u> </u>			<u> </u>		<u> </u>
Employment Data - as of		THOUTH A	O / DITIOIC	11 01 001	io i i toci i oti						 -	"-	
												•	
550.00	White	Black	Hispanic	Asian	Am.Indian	Other	White	Black	Hispanic	Asian	Other	Am. Indian	
EEO-4 Category	Female	Female	Female	Female	Female	Female	Male	Male	Male	Male	Male	Male	Total
						Minority					Minority		
Officials/ Administrators	3	0	0	0	0	0	2	0	0	0	0	0	5
9	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.7%
Professionals	5	0	0	0	0	1	11	1	0	0	0	0	18
%	27.8%	0.0%	0.0%	0.0%	0.0%	5.6%	61.1%	5.6%	0.0%	0.0%	0.0%	0.0%	78.3%
Technicians	Ö	0	Ô	0	0	0	0	0	0	0	0	0	0
%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	_ 0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
N. IIVO. 45	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0.0%	0	0.0%	0	0	0	0	0	0	0	0	0	0
Service/Maintenace	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service maintenace	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0
Total	8	0.0 %	0.0 %	0.0%	0.0%	0.076	13	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
(Cual)	0		Ü	U	U	U	13	1	U	0	0	0	23
									T				
Department/Unit: DEPAR		HIGHWAYS	/ DIVISIO	OF MAT	ERIALS								
Employment Data - as of	12/31/2011			%.									
						Other					Other		
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian	Am.Indian	Female	White	Black	Hispanic	Asian	Male	Am. Indian	Total
	remale	remale	remale	Female	Female	Minority	Male	Male	Male	Male	Minority	Male	, otal
Officials//Administrators	0	0	0	0	0	<u> </u>							
Oniciais/Administrators	0.0%	0.0%	0.0%		101					•			
Professionals		0.076		0 00/		0	3	0	0	0	0	0	3
%		2		0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%
CONTRACTOR OF THE PROPERTY OF	11.4%	2 5.7%	0	2	0.0%	0.0%	100.0% 25	0.0% 2	0.0%	0.0%	0.0%	0.0%	7.7% 35
echnicians	11.4%	5.7%	0.0%	2 5.7%	0.0% 0 0.0%	0.0% 0 0.0%	100.0% 25 71.4%	0.0% 2 5.7%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	7.7% 35 89.7%
rechnicians	11.4% 0	5.7% 0	0 0.0% 0	2 5.7% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	100.0% 25 71.4% 1	0.0% 2 5.7% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	7.7% 35 89.7%
fechnicians % Para-Professionals	11.4%	5.7%	0.0%	2 5.7%	0.0% 0 0.0%	0.0% 0 0.0%	100.0% 25 71.4%	0.0% 2 5.7%	0.0% 0 0.0%	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0% 0 0.0%	7.7% 35 89.7% 1 2.6%
%	11.4% 0 0.0%	5.7% 0 0.0%	0 0.0% 0 0.0%	2 5.7% 0 0.0%	0.0% 0 0.0% 0 0	0.0% 0 0.0% 0 0.0%	100.0% 25 71.4% 1 100.0%	0.0% 2 5.7% 0 0.0%	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0	7.7% 35 89.7% 1 2.6% 4
% Para-Professionals	11.4% 0 0.0% 0	5.7% 0 0.0% 0	0 0.0% 0 0.0%	2 5.7% 0 0.0% 0	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0%	100.0% 25 71.4% 1 100.0% 4	0.0% 2 5.7% 0 0.0%	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0 0.0%	0.0% 0 0.0% 0 0.0%	7.7% 35 89.7% 1 2.6%
% Para-Professionals %	11.4% 0 0.0% 0	5.7% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	2 5.7% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0	100.0% 25 71.4% 1 100.0% 4 0.0%	0.0% 2 5.7% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0%	7.7% 35 89.7% 1 2.6% 4 0.0%
% Para-Professionals % Protective Service	11.4% 0 0.0% 0 0.0%	5.7% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	2 5.7% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0%	100.0% 25 71.4% 1 100.0% 4 0.0% 0	0.0% 2 5.7% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0	7.7% 35 89.7% 1 2.6% 4 0.0%
% Para-Professionals % Protective Service	11.4% 0 0.0% 0 0.0% 0 0.0%	5.7% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 5.7% 0 0.0% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0	100.0% 25 71.4% 1 100.0% 4 0.0% 0 0.0%	0.0% 2 5.7% 0 0.0% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7.7% 35 89.7% 1 2.6% 4 0.0% 0
% Para-Professionals % Protective Service % Administrative Support	11.4% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	100.0% 25 71.4% 1 100.0% 4 0.0% 0 0.0%	0.0% 2 5.7% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	7.7% 35 89.7% 1 2.6% 4 0.0% 0 0.0%
% Para-Professionals % Protective Service % Administrative Support % Skilled/Craft	11.4% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	2 5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	100.0% 25 71.4% 1 100.0% 4 0.0% 0 0.0% 0 0.0%	0.0% 2 5.7% 0 0.0% 0 0.0% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7.7% 35 89.7% 1 2.6% 4 0.0% 0 0.0% 0
% Para-Professionals % Protective Service % Administrative Support %	11.4% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	100.0% 25 71.4% 1 100.0% 4 0.0% 0 0.0% 0 0.0%	0.0% 2 5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7.7% 35 89.7% 1 2.6% 4 0.0% 0 0.0% 0 0.0%
% Para-Professionals % Protective Service % Administrative Support % Skilled/Craft	11.4% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	2 5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	100.0% 25 71.4% 1 100.0% 4 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 2 5.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	7.7% 35 89.7% 1 2.6% 4 0.0% 0 0.0% 0 0.0%

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Department/Unit: DEPAR	NENT OF	HIGHWAY	S / DIVISIO	N OF COM	STRUCTION	I BRACHER	MENT		<u> </u>				
Employment Data - as of		III CIIII AI	3 / 12/11/3/0	N OI CON	BINGCHON	PROCUM	MENI					·.	
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	0	0	0	0	0	0	4	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.4%
Professionals	9	0	0	0	0	0	4	0	0	0	0	0	13
%	69.2%	0.0%	0.0%	0.0%	0.0%	0.0%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	56.5%
Technicians	2	1	0	0	0	0	0	1	0	0	0	0	4
%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	17.4%
Protective Service	0	0	0	0	Ó	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	13	1	0	0	0	0	- 8	1	0	0	0	0	23
Department/Unit: DEPART		HIGHWAY	3 / DIVISIO	N OF EQU	IPMENT								
Department/Unit: _DEPART Employment Data - as of 1 EEO-4 Category		HIGHWAYS Black Female	Hispanic	Asian	Am Indian	Other Female	White	Black Male	Hispanic Male	Asian	Other Male	Am. Indian	Total
Employment Data - as of 1	White Female	Black Female	Hispanic Female	Asian Female	Am Indian Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	
Employment Data - 28 of 1 EEO-4 Category Officials//Administrators	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Female Minority	Male 4	Male 0	Male 0	Male 0	Male Minority	Male 0	4
Employment Data - as of 1 EEO-4 Category Officials//Administrators.	2/31/2011 White Female 0 0.0%	Black Female 0	Hispanic Female 0	Asian Female 0	Am Indian Female 0	Female Minority 0 0.0%	Male 4 100.0%	0 0.0%	0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	4 8.9%
Employment Data - as of 1 EEO-4 Category Officials//Administrators % Professionals	White Female 0 0.0% 6	Black Female 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am Indian Female 0 0.0%	Female Minority 0 0.0% 0	4 100.0%	0 0.0% 0	0 0.0% 0	0 0.0% 0	Male Minority 0 0.0%	0 0.0% 0	4 8.9% 13
Employment Data - 28 of 1 EEO-4 Category Officials//Administrators % Professionals	White Female 0 0.0% 6 46.2%	Black Female 0 0.0% 0	Hispanic Female 0 0.0% 0	Asian Female 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0%	4 100.0% 7 53.8%	0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0	Male Minority 0 0.0% 0	0 0.0% 0	4 8.9% 13 28.9%
Employment Data - as of 1 EEO-4 Category Officials//Administrators/ % Professionals % Technicians/	2/31/2011 White Female 0 0.0% 6 46.2% 0	Black Female 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0	0 0.0% 0 0.0%	4 100.0% 7 53.8%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	4 8.9% 13 28.9%
Employment Data - 28 of 1 EEO-4 Category Officials//Administrators % Professionals 76 Technicians	2/31/2011 White Female 0 0.0% 6 46.2% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	4 100.0% 7 53.8% 19 100.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2%
Employment Data - as of 1 EEO-4 Category Officials//Administrators/ % Professionals % Technicians/	2/31/2011 White Female 0 0.0% 6 46.2% 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	4 100.0% 7 53.8% 19 100.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2%
Employment Data - 28 of 1 EEO-4 Category Officials//Administrators % Professionals Technicians % Protective Service	2/31/2011 White Female 0 0.0% 6 46.2% 0 0.0% 0	Black Female 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 100.0% 7 53.8% 19 100.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2% 0
Employment Data - 28 of 1 EEO-4 Category Officials//Administrators. % Professionals Technicians % Protective/Service.	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	4 100.0% 7 53.8% 19 100.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2% 0 0.0%
Employment Data - as of 1 EEO-4 Category Officials//Administrators. % Professionals Technicians % Protective Service. % Administrative Support.	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 100.0% 7 53.8% 19 100.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2% 0 0.0% 0
Employment Data - as of 1 EEO-4 Category Officials//Administrators. % Professionals Technicians % Protective Service. % Administrative Support.	2/31/2011 White Female 0 0.0% 6 46.2% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 100.0% 7 53.8% 19 100.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	4 8.9% 13 28.9% 19 42.2% 0 0.0% 0
Employment Data - as of 1 EEO-4 Category Officials//Administrators. % Professionals Technicians % Protective Service. % Administrative Support	2/31/2011 White Female 0 0.0% 6 46.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 100.0% 7 53.8% 19 100.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2% 0 0.0% 0 0.0% 7 15.6%
Employment Data - as of 1 EEO-4 Category Officials//Administrators. % Professionals Technicians % Protective Service. % Administrative Support. % Skilled/Craft.	2/31/2011 White Female 0 0.0% 6 46.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	4 100.0% 7 53.8% 19 100.0% 0 0.0% 7 100.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2% 0 0.0% 0 0.0% 7 15.6%
Employment Data - as of 1 EEO-4 Category Officials//Administrators. % Professionals Technicians % Protective Service % Administrative Support % Skilled/Craft. % Service/Maintenace	2/31/2011 White Female 0 0.0% 6 46.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 100.0% 7 53.8% 19 100.0% 0 0.0% 7 100.0% 2	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	4 8.9% 13 28.9% 19 42.2% 0 0.0% 0 0.0% 7 15.6%

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Department/Unit: DEPAF	I TMENT OF	HIGHWAY	<u>.</u> (S. <i>I</i> DIVISIO	NO F BIG	HT OF WAY	L Limitme		L	J	<u> </u>			
Employment Data - as of		iii diiii Ai	O /DIVIOIC	at Or rug	III OF WAT	a Uniditie							
	White	Black	Hispanic	Asian	Am.Indian	Other	White	Block			Other		
EEO-4 Category	Female	Female	Female	Female	Female	Female Minority	Male	Black Male	Hispanic Male	Asian Male	Male Minority	Am. Indian Male	Total
Officials/ Administrators	1	O O	0	0	0 -	0	3	0	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%
Professionals	7	1	0	0	0	0	0	0	0	0	0	1	9
%	77.8%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	60.0%
Technicians	1	0	0	0	0	0	1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%
Protective Service	. 0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	9	1	0	0	0	0	4	0	0	0	0	1	15
_						<u> </u>				-			
Department/Unit: DEPART	MENT OF	HIGHWAYS	/ DIVISIO	N OF PRO	CDAM MANA	CENTER		L					
Employment Data - as of 1					CILIMINI INIMITA	GEMEN:							
	2/31/2011				CITAIN MAIL	GEMENI							<u> </u>
	2/31/2011				CITAIN MAIL								
	White	Black	Hispanic	Asian	Am.Indian	Other	White	Black	Hispanic	Asian	Other	Am. Indian	
EEO-4 Category		Black Female					White Male	Black Male	Hispanic Male	Asian Male	Male	Am. Indian Male	Total
EEO-4 Category	White Female	Female	Hispanic Female	Asian	Am.Indian	Other Female							Total
EEO-4 Category Officials/Administrators	White Female	Female 0	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	Male 2				Male		Total 2
EEO-4 Category Officials/Administrators	White Female	0 0.0%	Hispanic Female 0	Asian Female 0	Am.Indian Female 0 0.0%	Other Female Minority 0	Male 2 100.0%	0 0.0%	0 0.0%	Male	Male Minority	Male	
EEO-4 Category Officials/Administrators: % Professionals	White Female 0 0.0%	0 0.0% 0	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Other Female Minority 0 0.0%	2 100.0%	0 0.0%	0 0.0% 0	0 0.0% 0	Male Minority 0 0.0%	Male 0	2
EEO-4 Category Officials/Administrators % Professionals	White Female 0 0.0% 6 66.7%	0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0	Asian Female 0 0.0% 1 11.1%	Am.Indian Female 0 0.0% 0	Other Female Minority 0 0.0% 0	2 100.0% 1 11.1%	0 0.0% 1 11.1%	0 0.0% 0	0 0.0% 0	Male Minority 0 0.0% 0	0 0.0% 0 0.0%	2 18.2%
EEO-4 Category Officials/Administrators % Professionals % Technicians	White Female 0 0.0% 6 66.7% 0	0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 1 11.1% 0	Am.Indian Female 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0%	2 100.0% 1 11.1%	0 0.0% 1 11.1%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0%	0 0.0% 0 0.0%	2 18.2% 9 81.8%
EEO-4 Category Officials/Administrators % Professionals Rechricians	White Female 0 0.0% 6 66.7% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 1 11.1% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0	0 0.0% 1 11.1% 0	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	2 18.2% 9 81.8%
EEO-4 Category Officials/Administrators % Professionals % Technicians % Protective/Service	White Female 0 0.0% 6 66.7% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 1 11.1% 0 0.0% 0	Am.Indian Femate 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0	2 100.0% 1 11.1% 0 0.0%	0 0.0% 1 11.1% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	2 18.2% 9 81.8% 0 0.0%
EEO-4 Category Officials/Administrators % Professionals % Technicians % Protective/Service	White Female 0 0.0% 6 66.7% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 1 11.1% 0 0.0% 0 0.0%	Am.Indian Femate 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0 0.0% 0	0 0.0% 1 11.1% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 18.2% 9 81.8% 0 0.0% 0
EEO-4 Category Officials/Administrators) Professionals 76 Technicians 46 Protective/Service	White Female 0 0.0% 6 66.7% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 1 11.1% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0 0.0% 0	0 0.0% 1 11.1% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 18.2% 9 81.8% 0 0.0% 0
EEO-4 Category Officials/Administrators) % Professionals % Technicians % Protective/Service % Administrative/Support	White Female 0 0.0% 6 66.7% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 1 11.1% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0 0.0% 0 0.0% 0	0 0.0% 1 11.1% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	2 18.2% 9 81.8% 0 0.0% 0 0.0% 0
EEO-4 Category Officials/Administrators) Professionals Technicians Rrotective/Service Administrative/Support Skilled(Craft)	White Female 0 0.0% 6 66.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0 0.0% 0 0.0% 0	0 0.0% 1 11.1% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 18.2% 9 81.8% 0 0.0% 0 0.0% 0
EEO-4 Category Officials/Administrators) Professionals Technicians Rrotective/Service Administrative/Support Skilled/Graft	White Female 0 0.0% 6 66.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 18.2% 9 81.8% 0 0.0% 0 0.0% 0 0.0%
EEO-4 Category Officials/Administrators) % Professionals % Technicians % Protective/Service % Administrative/Support % Skilled/Craft % Service/Maintenace	White Female 0 0.0% 6 66.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	2 18.2% 9 81.8% 0 0.0% 0 0.0% 0 0.0% 0
EEO-4 Category Officials/Administrators) Professionals Technicians Rrotective/Service Administrative/Support Skilled/Graft	White Female 0 0.0% 6 66.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Female 0 0.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 100.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 11.1% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	2 18.2% 9 81.8% 0 0.0% 0 0.0% 0 0.0%

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Department/Unit: DEPAR	RTMENT OF	HIGHWAY	'S / DIVISIO	ON OF TRA	AFFIC OPERA	ATIONS	<u> </u>		ــــــــــــــــــــــــــــــــــــــ		<u> </u>		
Employment Data - as of					u / 10 0 / L / 12			· · · · · · · · · · · · · · · · · · ·	***				•
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	0	4	0	0	0	0	Ö	4
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.0%
Professionals	5	0	0	0	0	0	10	0	0	0	0	0	15
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%
Technicians	1	1	0	0	0	0	3	0	0	0	0	0	5
%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
Para-Professionals	1	_ 0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Department/Unit: DEPAR		f HIGHWAY	0 S / DIVISIO	O N OF MAI	0 NTENANCE	0	17	0	0	0	0	0	25
Department/Unit: DEPAR Employment Data - as of EEO-4 Category	TMENT OF 12/31/2011 White	HIGHWAY! Black	S / DIVISIO	N OF MAII	NTENANCE Am.Indian	Other Female	White	Black	Hispanic	Asian	Other Male	Am. Indian	25 Total
otal Department/Unit: DEPAR Employment Data - as of	TMENT OF 12/31/2011	HIGHWAY	S / DIVISIO	N OF MAI	NTENANCE	Other					Other		-
Department/Unit: DEPAR Employment Data - as of EEO-4 Category	TMENT OF 12/31/2011 White	HIGHWAY! Black	S / DIVISIO	N OF MAII	NTENANCE Am.Indian	Other Female	White	Black	Hispanic	Asian	Other Male	Am. Indian	-
Total Department/Unit: DEPAR Employment Data - as of	TMENT OF 12/31/2011 White Female	HIGHWAYS Black Female	S / DIVISIO Hispanic Female 0 0.0%	N OF MAII Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Otal Department/Unit: DEPAR Employment Data - as of EE0-4 Category Officials//Administrators:	TMENT OF 12/31/2011 White Female 2 20.0%	Black Female 0 0.0%	S / DIVISIO Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0% 0	Other Female Minority	White Male	Black Mate	Hispanic Male	Asian Male O	Other Male Minority	Am. Indian Male	Total
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8%	Black Female 0 0.0% 1 2.8%	S / DIVISIO Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0%	Other Female Minority 0	White Male 8	Black Male 0	Hispanic Male	Asian Male 0	Other Male Minority 0	Am. Indian Male 0 0.0%	Total 10 17.5%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators.	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8%	Black Female 0 0.0% 1 2.8%	S / DIVISIO Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0	Other Female Minority 0 0.0% 0 0.0%	White Male 8 80.0% 25 69.4% 3	Black Mate 0 0.0% 0 0.0%	Hispanic Male 0 0,0%	Asian Male 0 0.0%	Other Male Minority 0 0.0%	Am. Indian Male 0 0.0% 0	10 10 17.5% 36
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators. % Professionals echnicians	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0%	Black Female 0 0.0% 1 2.8% 0 0.0%	S / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	Write Male 8 80.0% 25 69.4% 3 100.0%	Black Mate 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0	Am. Indian Male 0 0.0% 0 0.0%	10 17.5% 36 63.2%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators corressionals cothnicians	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 0	Black Female 0 0.0% 1 2.8% 0 0.0%	S / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 8 80.0% 25 69.4% 3 100.0%	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0	Asian Male 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0	Am. Indian Male 0	10 17.5% 36 63.2%
Otal Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators % Professionals continuous	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 0 0.0%	Black Female 0 0.0% 1 2.8% 0 0.0% 0 0.0%	S / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Write Male 8 80.0% 25 69.4% 3 100.0% 0 0.0%	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0	10 17.5% 36 63.2% 3 5.3%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators % Professionals cotective/Service % dministrative/Support	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 0 0.0% 1	Black Female 0 0.0% 1 2.8% 0 0.0% 0 0.0%	S / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Write Male 8 80.0% 25 69.4% 3 100.0% 0 0.0%	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	10 17.5% 36 63.2% 3 5.3% 0 0.0%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Crotessionals cchnicians crotective/Service dministrative/Support	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 0 0.0% 1 0.0%	Black Female 0 0.0% 1 2.8% 0 0.0% 0 0.0% 0 0.0%	5 / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Write Male 8 80.0% 25 69.4% 3 100.0% 0 0.0% 0 0.0%	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	10 17.5% 36 63.2% 3 5.3% 0 0.0% 1
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators corressionals cotective Service dministrative Support	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 0 0.0% 1 0.0% 0 0.0%	Black Female 0 0.0% 1 2.8% 0 0.0% 0 0.0% 0 0.0%	5 / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Write Male 8 80.0% 25 69.4% 3 100.0% 0 0.0% 0 0.0% 4	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	10 17.5% 36 63.2% 3 5.3% 0 0.0% 1 0.0%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Active Service Active Service Active Service Active Service Active Support Active Support	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 0 0.0% 1 0.0% 0 0.0%	Black Female 0 0.0% 1 2.8% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Write Male 8 80.0% 25 69.4% 3 100.0% 0 0.0% 0 0.0% 4 100.0%	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	10 17.5% 36 63.2% 3 5.3% 0 0.0% 1 0.0% 4 7.0%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators % Professionals connicians connic	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 1 0.0% 1 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 1 2.8% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 8 80.0% 25 69.4% 3 100.0% 0 0.0% 4 100.0% 3	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	10 17.5% 36 63.2% 3 5.3% 0 0.0% 1 0.0% 4 7.0%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Professionals connicians connicia	TMENT OF 12/31/2011 White Female 2 20.0% 10 27.8% 0 0.0% 0 0.0% 1 0.0% 0 0.0%	Black Female 0 0.0% 1 2.8% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 / DIVISIO Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Write Male 8 80.0% 25 69.4% 3 100.0% 0 0.0% 0 0.0% 4 100.0%	Black Mate 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	10 17.5% 36 63.2% 3 5.3% 0 0.0% 1 0.0% 4 7.0%

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Department/Unit: DEPAR	TMENT OF	HIGHWAY	S / DIVISIO	ON OF PRO	PESSIONAL	SERVICES	<u> </u>		<u>. </u>				
Employment Data - as of													
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Btack Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	0	Ö	0	0	0	0	1	0	0 ~	0	l o	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
Professionals	2	1	0	0	0	0	1	0	0	0	0	0	4
:%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	1	0	0	0	0	0	0	0	0	0	0	1
%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	Ō	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	2	0	0	0	0	2	0	0	0	0	0	6
- "			-										
Department/Unit: DEPAR													
	IMENT OF	HIGHWAYS	OFFICE C	F HIGHW	Y SAFETY				<u> </u>				
Employment Data - as of		HIGHWAYS	S/OFFICE C	F HIGHWA	Y SAFETY								
		HIGHWAY	S/OFFICE C	F HIGHW	AY SAFETY				· · ·				
		Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White , Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Employment Data - as of EEO-4 Category	12/31/2011 White	Black	Hispanic	Asian	Am.Indian	Female					Male		Total
Employment Data - as of EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	
Employment Data - as of EEO-4 Category Officials//Administrators	12/81/2011 White Female	Black Female	Hispanic Female 0	Asian Female	Am.Indían Female	Female Minority	Male 0	Male 0	Male 0	Male 0	Male Minority	Male 0	0
Employment Data - as of EEO-4 Category Officials//Administrators:	2/31/2011 White Female 0 0.0%	Black Female 0	Hispanic Female 0	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Female Minority 0 0.0%	Male 0 0.0%	0 0.0%	Mate 0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	0.0%
Employment Data - as of EEO-4 Category Officials/Administrators/% Professionals	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Female Minority 0 0.0% 0	0 0.0% 1	0 0.0% 0	0 0.0% 0	0 0.0% 0	Male Minority 0 0.0%	0 0.0% 0	0 0.0% 1
Employment Data - as of EEO-4 Category Officials//Administrators/ % Professionals % Technicians	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0	Female Minority 0 0.0% 0 0.0%	0 0.0% 1 100.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0	Male Minority 0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 1 100.0%
Employment Data - as of EEO-4 Category Officials//Administrators/ % Professionals % Technicians % Protective/Services	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Pemale Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 1 100.0%
Employment Data - as of EEO-4 Category Officials/Administrators/% Professionals % Techniquans % Protective Service:	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Pemale Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0	0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 #REF!
Employment Data - as of EEO-4 Category Officials//Administrators/ % Professionals fechnicians % Protective Service: % Administrative Support	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 #REF!
Employment Data - as of EEO-4 Category Officials//Administrators/ % Professionals Technicians % Protective/Service % Administrative/Support	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 #REF! 0
Employment Data - as of EEO-4 Category Officials//Administrators/ % Professionals fechnicians % Protective Service: % Administrative Support	2/31/2011 White Female 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 #REF! 0 0.0%
Employment Data - as of EEO-4 Category Officials/Administrators/ % Professionals Cechnicians Administrative Support Skilled/Craft	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 1 100.0% 0 #REF! 0 0.0%
Employment Data - as of EEO-4 Category Officials//Administrators/ % Professionals Technicians % Protective Service Administrative Support % Skilled Craft % Service/Maintenace	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 #REF! 0 0.0% 0
Employment Data - as of EEO-4 Category Officials//Administrators/ % Professionals Technicians % Protective Service Administrative Support % Skilled/Craft	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 100.0% 0 #REF! 0 0.0% 0 0.0%

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Department/Unit: DEPAR	TMENT OF	HIGHWAY	S/DIVISION	N OF INCID	ENT MANA	SEMENT		J		L	1		<u> </u>
Employment Data - as of	12/31/2011									***			
EEO-4 Category	White	Black	Hispanic	Asian	Am.Indian	Other	White	Black	Hispanic	Asian	Other	Am. Indian	
LLO-4 Galegory	Female	Female	Female	Female	Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	Total
	1					Millotity		l			Williority		
Officials/Administrators	0	0	0	0	0	0	3	0	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%
Professionals	1	0	0	0	0	0	6	0	0	0	0	0	7
% CEP 1	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	15.6%
Technicians	3	1	0	0	0	0	7	0	0	0	0	0	11
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	1	0	0	0	0	0	22	1	0	0	0	0	24
96	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	5	1	0	0	0	0	38	1	0	0	0	0	45
Department/Unit: DEPAR	TMENT OF	HIGHWAY	S/DIVISION	i OE UICU	MAVCAFET	V BBOCDA	uc.						
Employment Data - as of 1		HIGHWAI	SIDIVISION	OF HIGH	MAI SAFE!	1 PROGRA	MS						
	White	Black	Hispanic	Asian	Am.Indian	Other	White :	Black	Hispanic	Asian	Other	Am. Indian	
EEO-4 Category	Female	Female	Female	Female	Female	Female	Male	Male	Male	Male	Male	Male	Total
						Minority					Minority		
Officials//Administrators	1	0	0	0	0	0	1	0	0	Ö	0	0	Ž
%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.8%
Professionals	5	0	0	0	0	0	10	0	0	0	0	0	15
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	88.2%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0_	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
The second secon		0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	0	I	· · ·										
Administrative Support %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$38.885 A. B. B. B. B. B. B. B. B. B. B. B. B. B.				0.0%	0.0%	0.0% 0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$38.885 A. B. B. B. B. B. B. B. B. B. B. B. B. B.	0.0%	0.0%	0.0%								*****		
% Skilled Craft %	0.0%	0.0%	0.0%	Ó	0	0	0	0	0	0	0	0	0
% Skilled Craft	0.0% 0 0.0%	0.0% 0 0.0%	0.0% 0 0.0%	0.0%	0 0.0%	0.0%	0 0.0%	0.0%	0 0.0%	0.0%	0.0%	0.0%	0.0%
% Skilled Craft %	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0

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Department/Unit: DEPAR	TMENT OF	VEHICLE	REGULATION	DN /	<u> </u>		-1	<u> </u>		<u> </u>	<u> </u>		<u> </u>
Employment Data - as of	12/31/2011												· · · · · ·
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	8	1	0	0	0	0	12	1	O O	Ð	0	0	22
%	36.4%	4.5%	0.0%	0.0%	0.0%	0.0%	54.5%	4.5%	0.0%	0.0%	0.0%	0.0%	11.1%
Professionals	98	15	0	0	1	0	39	4	0	0	0	0	157
% ************************************	62.4%	9.6%	0.0%	0.0%	0.6%	0.0%	24.8%	2.5%	0.0%	0.0%	0.0%	0.0%	78.9%
Technicians	5	1	0	0	0	0	2	0	0	0	0	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	3	1	0	0	0	0	_ 1	0	0	. 0	0	0	5
%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#DIV/01
Protective Service	1 00 00/	0	0	0	0	0	4	0	0	0	0	0	5
<u> </u>	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%
Administrative Support	4 57.1%	14.3%	0	0	0	0	1	1	0	0	0	0	7
Skilled Craft	07.176	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	3.5%
Samed Grant 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	0	0
Service/Maintenace	0.0 %	0.0 /8	0.0 %	0.0 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
o.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0 000/	0
Total	116	18	0.070	0.070	1	0.0 %	58	6	0.0%	0.0%	0.0%	0.0%	0.0% 199
		,,,	Ţ	, in the second	,	•	_ 00	_ •	U	U	U	. 0	199
Department/Unit: DEPAR Employment Data as of	TMENT OF	VEHICLE	REGULATIO	ON / DIVISI	ON OF MOT	OR VEHICE	E LICENSI	NG					
EEQ-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am, Indian Male	Total
Officials//Administrators:	2	0	0	0	0	0	0	1	0	0	0	0	3
%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	6.4%
Professionals (1997)	14	5	0	0	0	0	9	1	0	0	0	0	29
%	48.3%	17.2%	0.0%	0.0%	0.0%	0.0%	31.0%	3.4%	0.0%	0.0%	0.0%	0.0%	61.7%
Technicians	5	1	0	0	0	0	1	0	0	0	0	0	7
%	71.4%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.9%
Para-Professionals	3	1	0	0	0	0	1	0	0	0	0	0	5
%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.6%
Administrative Support	2	1 22.09/	0	0	0	0	0	0	0	0	0	0	3
% Skilled Craft	66.7% 0	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.4%
	0.0%	0.0%	0.0%	0 000	0 000/	0	0	0	0	0	0	0	0
% Service/Maintenace	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0
otal	26	8	0.078	0.0%	0.0%	0.0%			0.0%	0.0%	0.0%	0.0%	0.0%
<u> </u>	£υ	٠	υ	v	U	U	11	2	U	0	0	0	47

	Т -	I		1	T		7	T	$\overline{}$		1		
Department/Unit: DEPAR	TMENT OF	VEHICLE	REGULATION	ON / DIVISI	ON OF MO	TOR CARR	ERS		<u>. </u>	<u> </u>	<u> </u>		<u> </u>
Employment Date - es of													· · · · · · · · · · · · · · · · · · ·
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Femate	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	1	1	0	Ö	0	0	4	0	0	0	0	Ö	6
%		16.7%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%
Professionals **	24	3	0	0	1	0	13	2	0.070	0.075	0.070	0.078	43
%	55.8%	7.0%	0.0%	0.0%	2.3%	0.0%	30.2%	4.7%	0.0%	0.0%	0.0%	0.0%	87.8%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
3.00 Stellar 18 (2.5 5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	. 0	0
9/4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Annual and the second s													
rotal	25	4	0	0	1	0	17	2	0	0	0	0	49
Annual and the second s		4	0	0	1	0	17	2	0	0	0	0	49
Total:	25	_			_			2	0	0	0	0	49
Annual and the second s	25	_			_			2	0	0	0	0	49
Totali	25	_			_	VER'S LICE		2	0	0		0	49
Totali	25	_			_			2 Black Male	Hispanic Male	O Asian Male	Other Male Minority	O Am. Indian Male	49 Total
Department/Unit: DEPAR Employment Data - as of EEO-4 Category	25 TMENT OF 12/31/2011 White	VEHICLE Black	REGULATI	ON / DIVIS	ION OF DRI	Other Female	NSING White	Błack	Hispanic	Asian	Other Male	Am. Indian	
Department/Unit: DEPAR Employment Data - as of EEO-4 Category	25 TMENT OF 12/31/2011 White Female 2 25.0%	VEHICLE Black Female	REGULATI Hispanic Female	ON / DIVIS Asian Female	ION OF DRI Am.Indian Female	Other Female Minority	NSING White Male	Biack Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators	25 TMENT OF 12/31/2011 White Female 2 25.0%	Black Female 0 0.0%	REGULATI Hispanic Female	ON / DIVIS Asian Female	ON OF DRI Am.Indian Female	Other Female Minority	NSING White Male	Błack Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total 8
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators	25 TIMENT OF 12/31/2011 White Female 2 25.0% 52 69.3%	Black Female 0 0.0% 7 9.3%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	ON OF DRI Am.Indian Female 0 0.0%	Other Female Minority 0 0.0%	White Male 6 75.0%	Black Male 0	Hispanic Male 0	Asian Male 0	Other Male Minority 0	Am. Indian Male 0	Total 8 9.5%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators ?????	25 TIMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0	Black Female 0 0.0% 7 9.3% 0	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0%	Other Female Minority 0 0.0%	White Male 6 75.0%	Black Male 0 0.0%	Hispanic Male 0 0.0% 0	Asian Male 0 0.0%	Other Male Minority 0 0.0%	Am. Indian Male 0 0.0%	Total 8 9.5% 75
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Rrofessionals Cechnicians	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0%	PVEHICLE Black Female 0 0.0% 7 9.3% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0%	Black Male 0 0.0% 1	Hispanic Male 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0	Am. Indian Male 0 0.0% 0 0.0%	Fotal 8 9.5% 75 89.3%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators % Professionals % Para-Professionals	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0	PVEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0%	8lack Male 0 0.0% 1 1.3% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0	Asian Male 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0	Fotal 8 9.5% 75 89.3%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Referencessionals Referencessionals	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0 0.0%	VEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0 0.0%	REGULATI Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0% 0 0.0%	8iack Male 0 0.0% 1 1.3% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0%	8 9.5% 75 89.3% 1
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators % Professionals % Para-Professionals	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0 0.0% 0 0.0%	PVEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0 0.0%	REGULATI Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0% 0 0.0%	0 0.0% 1 1.3% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	8 9.5% 75 89.3% 1 1.2%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Referencessionals Referencessionals Referencessionals Referencessionals	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0 0.0% 0 0.0%	VEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0 0.0% 0 0.0%	REGULATI Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0% 0 0.0% 0	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	8 9.5% 75 89.3% 1 1.2% 0
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Professionals Rechnicians Rechnicians Administrative Support Skilled/Craft	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0 0.0% 0 0.0%	VEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0 0.0% 0 0.0%	REGULATI Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0% 0 0.0% 0	0 0.0% 1 1.3% 0 0.0% 0 0.0% 0	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	8 9.5% 75 89.3% 1 1.2% 0 0.0%
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	VEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	REGULATI Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0% 0 0.0% 0 0.0% 0	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	8 9.5% 75 89.3% 1 1.2% 0 0.0% 0
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Referencessionals Referencessionals Administrative Support Skilled/Craft	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	VEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	REGULATI Hispanic Female 0 0.0% 0 0	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0% 0 0.0% 0 0.0% 0 0.0%	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	8 9.5% 75 89.3% 1 1.2% 0 0.0% 0 0.0% 0
Department/Unit: DEPAR Employment Data - as of EEO-4 Category Officials//Administrators Professionals Rechnicians Rechnicians Administrative Support Skilled/Craft	25 ITMENT OF 12/31/2011 White Female 2 25.0% 52 69.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	VEHICLE Black Female 0 0.0% 7 9.3% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	REGULATI Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	ON / DIVIS Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 6 75.0% 15 20.0% 1 100.0% 0 0.0% 0 0.0% 0	Black Male 0 0.0% 1 1.3% 0 0.0% 0 0.0% 0 0.0%	Hispanic Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	8 9.5% 75 89.3% 1 1.2% 0 0.0% 0 0.0%

Officials/Administrators	Department/Units DEDAD			Υ .			1		_				· · · · · · · · · · · · · · · · · · ·	
EBPO-4 Category White Black Hispanic Asian Female Minority Male Mal		TMENT OF	RURAL &	<u>I</u> Mi înicidat	AID	 -		<u> </u>	<u> </u>					<u> </u>
EEO-4 Category			HOHAL W	MONION AL	- 700	···								
EEO-4 Category														
25.0% 0.0%	EEO-4 Category						Female					Male		Total
Professionals	Officials/Administrators	1	0	0	0	0	0 -	3	0	Λ	0		_	Ä
Professionals 3	%	25.0%	0.0%	0.0%	0.0%									
Technicians	Professionals	3	0	0	0									
EEC-4 Category White Female Fem	%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	63.6%	9.1%		•			
Projective Service	Technicians	0	0	0	0	0	0							
Protective Services	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Administrative Support 2	Protective Service	0	0	0	0	0	0							
Administrative Support: 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
SkilledCraft	Administrative Support	2	0	0	0	0	0	0	0	0	0	0		
Skilled Craft	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ــــــــــــــــــــــــــــــــــــــ	<u> </u>	11.8%
ServiceMaintenace O O O O O O O O O	Skilled/Craft	0	0	. 0	0	0	0	0	0	0	0	0	0	
Department/Unit: DEPARTMENT OF RURAL & MUNICPAL AID/OFFICE OF LOCAL PROGRAMS Employment Data - as of 12/31/2011	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
Department/Unit: DEPARTMENT OF RURAL & MUNICPAL AID/OFFICE OF LOCAL PROGRAMS	Andrew Street,		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Employment Data - as of 12/31/2011 EEO-4 Category White Female Female Female Female Female Female Female Minority White Male	Total	6	0	0	0	0	0	10	1	0	0	0	0	17
Employment Data - as of 12/31/2011 EEO-4 Category White Female Female Female Female Female Female Female Minority White Male	The state of the s					_								
Employment Data - as of 12/31/2011 EEO-4 Category White Female Female Female Female Female Female Female Minority White Male														17
EEO-4 Category Write Black Female Male		MENT OF	RIIRAI & W	IIINICPAL	AID/OFFIC	E OE LOCAL	DDOCDA							
EEO-4 Category Write Black Female Male	Department/Unit: DEPART		RURAL & M	IUNICPAL /	AID/OFFIC	E OF LOCAL	. PROGRAM							
Riofessionals	Department/Unit: DEPART		RURAL & N	IUNICPAL /	AID/OFFIC	E OF LOCAL	. PROGRAM							
Professionals	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category	2/31/2011 White	Black	Hispanic	Asian	Am Indian	Other Female	/IS White			Asian	Other Male	Am. Indian	
25.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 50.0% 25.0% 0.0% 0.0% 0.0% 0.0% 80.0%	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators	2/31/2011 White Female	Black Female	Hispanic Female	Asian Female	Am Indian Fernale	Other Female Minority	MS White Male	Male	Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Technicians 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators	White Female 1 100.0%	Black Female 0	Hispanic Female 0	Asian Female 0	Am.Indian Female 0 0.0%	Other Female Minority	White Male	Male 0	Male	Asian Male	Other Male Minority	Am. Indian Male 0	Total
Contentive Support O	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators	2/31/2011 White Female 1 100.0%	Black Female 0 0.0%	Hispanic Female 0 0.0%	Asian Female 0 0.0%	Am.Indian Female 0 0.0%	Other Female Minority 0 0.0%	White Male 0	Male 0 0.0%	0 0.0%	Asian Male 0	Other Male Minority 0	Am. Indian Male 0 0.0%	Total 1 20.0%
Protective Service	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials/Administrators Rrofessionals	2/31/2011 White Female 1 100.0% 1 25.0%	Black Female 0 0.0% 0	Hispanic Female 0 0.0% 0	Asian Female 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0%	0 0.0% 1 25.0%	0 0.0% 0	Asian Male 0 0.0%	Other Male Minority 0 0.0%	Am. Indian Male 0 0.0%	Total 1 20.0%
No. No.	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators Rrofessionals Cechnicians	2/31/2011 White Female 1 100.0% 1 25.0% 0	Black Female 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0	Other Female Minority 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0%	0 0.0% 1 25.0%	0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0	Am. Indian Male 0 0.0% 0 0.0%	1 20.0% 4 80.0%
Administrative Supports 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials/Administrators Rrofessionals Technicians	2/31/2011 White Female 1 100.0% 1 25.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0%	0 0.0% 1 25.0% 0	0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0%	1 20.0% 4 80.0%
0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials/Administrators Crofessionals Cechnicians Rotective/Service	2/31/2011 White Female 1 100.0% 1 25.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0	Asian Female 0 0.0% 0 0.0% 0 0.0% 0	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0%	0 0.0% 1 25.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	Asian Mate 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0	Am. Indian Male 0 0.0% 0 0.0% 0 0.0%	Total 1 20.0% 4 80.0% 0 0.0%
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials/Administrators Crofessionals Cechnicians Crotective/Service	2/31/2011 White Female 1 100.0% 1 25.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Femate 0 0.0% 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0% 0	0 0.0% 1 25.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	Asian Mate 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Total 1 20.0% 4 80.0% 0 0.0%
	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators Rrofessionals Rotective Service	2/31/2011 White Female 1 100.0% 1 25.0% 0 0.0% 0 0.0% 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0% 0 0.0%	0 0.0% 1 25.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Mate 0 0.0% 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	1 20.0% 4 80.0% 0 0.0% 0
0.00/ 0.00/ 0.00/	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators References References Administrative Support	2/31/2011 White Female 1 100.0% 1 25.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 25.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	1 20.0% 4 80.0% 0 0.0% 0 0.0%
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators Rrofessionals Rrotective Service Administrative Support Skilled/Craft	2/31/2011 White Female 1 100.0% 1 25.0% 0 0.0% 0 0.0% 0 0.0% 0	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 25.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	1 20.0% 4 80.0% 0 0.0% 0 0.0%
0.00/ 0.00/ 0.00/	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators References: Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians Rechnicians	2/31/2011 White Female 1	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 25.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	1 20.0% 4 80.0% 0 0.0% 0 0.0% 0
0.0%	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators Rrofessionals Rrotective Service Administrative Support Skilled/Craft Service/Maintenace	2/31/2011 White Female 1 100.0% 1 25.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Black Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 25.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	1 20.0% 4 80.0% 0 0.0% 0 0.0% 0 0.0%
Total 2 0 0 0 0 0 2 1 0 0 0 5	Department/Unit: DEPART Employment Data - as of 1 EEO-4 Category Officials//Administrators Rrofessionals Rrofessionals Rrotective Service Administrative Support Skilled/Craft Service/Maintenace	2/31/2011 White Female 1	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Hispanic Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am.Indian Female 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Female Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	White Male 0 0.0% 2 50.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 1 25.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Other Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Am. Indian Male 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	1 20.0% 4 80.0% 0 0.0% 0 0.0% 0 0.0%

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Department/Unit: DEPAR	TMENT OF	RURAL &	MUNICIPAL	AID/OFFI	CE OF RURA	L & SECO!	DARY ROA	ADS	•				
Employment Data - as of	12/31/2011											·	
					1	Other					Other		
EEO-4 Category	White Female	Black Female	Hispanic	Asian	Am.Indian	Female	White	Black	Hispanic	Asian	Male	Am. Indian	Total
	гешаве	remate	Female	Female	Female	Minority	Male	Male	Male	Male	Minority	Male	7 0101
Officials//Administrators	0	l o	0	0	0		•						
Ciriciala/Administrators	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0	2
Professionals	1	0.070	0.070	0.0 %	0.0 %	0.0 %	4	0.0%	0.0%	0.0%	0.0%	0.0%	25.0% 5
%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%
Technicians	0	0	0	0	0.070	0.070	0	0.070	0.070	0.0 %	0.076	0.078	02.5%
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0.070	0.070
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	.0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Skilled/Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
% <u>************************************</u>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	2	0	0	0	_ 0	0	6	0	0	0	0	0	8
Department/Unit: OFFICE	OF SECRE	TARY/OFF	ICE OF AU	DITS/									
Employment Data - as of	12/13/2011										•		
						Other					Other		
EEO-4 Category	White Female	Black Female	Hispanic * Female	Asian	Am.Indian	Female	White	Black	Hispanic	Asian	Male	Am. Indian	Total
	remale	remaie	remale	Female	Female	Minority	Male	Male	Male	Mate	Minority	Male	
Officials//Administrators	4	0	0	0	0	0	8	0	0 1	0	0		
%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	12
Professionals	13	2	0.070	2	0.0%	0.0 %	14	1	0.0 %	0.0%	0.0%	0.0%	27.3% 32
%	40.6%	6.3%	0.0%	6.3%	0.0%	0.0%							-3/
Technicians					0.070	U.U76	43.8%	3.1%	0.0%	0.0%	ו איינו ו	0.0%	
	0	0	0	0.070	0.0 %	0.0%	43.8% 0	3.1% 0	0.0%	0.0%	0.0%	0.0%	72.7%
%	0.0%	0 0.0%	0										72.7% 0
				0	0	0	0	0	0	0	0	0	72.7%
% Protective Service	0.0%	0.0%	0.0%	0 0.0%	0.0%	0.0%	0 0.0%	0.0%	0 0.0%	0.0%	0.0%	0 0.0%	72.7% 0 0.0%
Protective Service	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0.0% 0 0.0% 0	0 0.0% 0 .0% 0	0 0.0% 0	72.7% 0 0.0% 0							
Protective/Service % Paral-Professionals	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0%	0.0% 0 0.0%	0 0.0% 0 0.0% .0% 0 0.0%	0 0.0% 0 0.0%	72.7% 0 0.0% 0							
Protective/Service % Para-Professionals % Administrative/Support	0.0% 0 0.0% 0 0.0% 0	0.0% 0 0.0% 0 0 0.0% 0	0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0 0.0%	72.7% 0 0.0% 0 0.0%
Protective/Service % Para-Professionals % Administrative/Support %	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	72.7% 0 0.0% 0 0.0% 0 0.0%
Protective/Service % Para-Professionals % Administrative Support 9 % skilled/Craft	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% .0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	72.7% 0 0.0% 0 0.0% 0 0.0% 0							
Protective/Service % Para-Professionals % Administrative Support 9 % skilled/Craft	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	72.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0%
Protective/Service Para-Professionals Administrative Support Skilled/Cram. % Service/Maintenace	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	72.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%
Protective/Service % Para-Professionals % Administrative Support 9 % skilled/Craft	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	72.7% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%

Department/Unit: OFFICE	4												
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Employment Data - as of			I IOL OI A	PITOIDIT	SION OF HO	AD FUND A	AUDITO						·
													•
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials/Administrators	2	0	0	0	0	0	3	0	0	0	0	0	5
%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.2%
Professionals	6	2	0	2	0	0	10	1	0	0.07.0	0.070	0.070	21
%	28.6%	9.5%	0.0%	9.5%	0.0%	0.0%	47.6%	4.8%	0.0%	0.0%	0.0%	0.0%	80.8%
Technicians	0	0	0	0	0	0	0	0	0	0	0.07.0	0.070	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	ō	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenace	0	0	0	0	0	0	0	0	0	0	0	0	0
3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	8	2	0	2	0	0	13	1	0	0	0	0	26
	_												
Department/Unit: OFFICE	OF SECRE	TARY/OFF	ICE OF ALL	DITS/DIVIS	SION OF ALI	TERRONIC			<u> </u>		ļi		
Employment Data - as of 1						3.1. OE11110							
						The second second							
EEO-4 Category	White Female	Błack Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am, Indian Male	Total
Officials//Administrators	Female 1					Female					Male		Total 6
Officials//Administrators	1 16.7%	0 0.0%	0 0.0%	0 0.0%	Female	Female Minority	Male	Male	Male	Male	Male Minority	Male	
Officials/Administrators % Professionals	1 16.7% 6	0 0.0% 0	0 0.0% 0	0 0.0% 0	Female 0	Female Minority	Male 5	Male 0	Male 0	Male 0	Male Minority	Male 0	6
Officials/Administrators % Professionals	1 16.7% 6 60.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Female Minority 0 0.0% 0 0.0%	5 83.3% 4 40.0%	0 0.0% 0 0.0%	0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0%	6 37.5%
Officials/Administrators % Professionals % Technicians	1 16.7% 6 60.0% 0	0 0.0% 0 0.0%	0 0.0% 0 0.0% 0	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	5 83.3% 4 40.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0%	Male Minority 0 0.0%	0 0.0% 0	6 37.5% 10
Officials/Administrators % Professionals % Technicians	1 16.7% 6 60.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	5 83.3% 4 40.0% 0	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0%	0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0%	0 0.0% 0.0%	6 37.5% 10 62.5%
Officials/Administrators % Professionals % Technicians % Protective/Service	1 16.7% 6 60.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	5 83.3% 4 40.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0,0% 0 0.0% 0	6 37.5% 10 62.5%
Officials/Administrators % Professionals % Technicians % Protective/Service	1 16.7% 6 60.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0.0% 0.0% 0.0% 0.0% 0.0%	5 83.3% 4 40.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 37.5% 10 62.5% 0 0.0%
Officials/Administrators % Professionals % Technicians % Protective/Service. % Administrative Support	1 16.7% 6 60.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0	5 83.3% 4 40.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 37.5% 10 62.5% 0 0.0% 0
Officials/Administrators % Professionals % Technicians % Protective/Service % Administrative Support %	1 16.7% 6 60.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 4 40.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 37.5% 10 62.5% 0 0.0% 0
Officials/Administrators % Professionals % Technicians % Protective/Service % Administrative Support %	1 16.7% 6 60.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 4 40.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 37.5% 10 62.5% 0 0.0% 0 0.0% 0
Officials/Administrators % Professionals % Technicians % Protective/Service % Administrative Support % Skilled/Craft	1 16.7% 6 60.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 4 40.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	6 37.5% 10 62.5% 0 0.0% 0 0.0% 0 0.0%
Officials//Administrators % Professionals % Technicians % Protective/Service % Administrative Support % Skilled/Graft % Service/Maintenace	1 16.7% 6 60.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 4 40.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	6 37.5% 10 62.5% 0 0.0% 0 0.0% 0 0.0%
Officials/Administrators % Professionals % Technicians % Protective/Service % Administrative Support % Skilled/Craft	1 16.7% 6 60.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	5 83.3% 4 40.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Male Minority 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0	6 37.5% 10 62.5% 0 0.0% 0 0.0% 0 0.0%

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27.8% 5.6% 0.0% 0.0% 0.0% 0.0% 61.1% 5.6% 0.0% 0.0% 0.0% 0.0% 0.0% 27.3%		т .	T	T	I	т —		т		1			т	
Employment Data - as of 1231/2011 EEO-4 Category White Employment Data - as of 1231/2011 EEO-4 Category White Employment Data - as of 1231/2011 EEO-4 Category White Employment Data - as of 1231/2011 EEO-4 Category White Employment Data - as of 1231/2011 EEO-4 Category White Employment Data - as of 1231/2011 EEO-4 Category White Employment Data - as of 1231/2011 EEO-4 Category White Employment Data - as of 1231/2011 EeO-4 Category White Employment Data - as of 1231/2011 EeO-4 Category Color	Department/Unit: OFFIC	E OF SECR	ETARY/OF	FICE OF HI	JMAN RES	OURCE MAI	NAGEMENT	<u> </u>	<u> </u>		L	<u> </u>	<u> </u>	L
EEC-4 Category Female Fe							- TAGEBIET	·						· · · · · · · · · · · · · · · · · · ·
## 44.4% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 55.6% 0.0%	EEO-4 Category						Female					Male	:	Total
	Officials/Administrators	4	0	0	0	0	0	5	n	0	Λ	0	n —	à
## Biochain 14	9/	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%		<u> </u>			 		
			0	0	0	0	0							
Technicians	%	56.0%	0.0%	0.0%	0.0%	0.0%	0.0%							
Prötective Services 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Technicians	0	0	0	0	0	0	0	0					
Projective Services 0	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
### AdministrativeSupports 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 1 0	Protective Service	0	0	0	0	0	0	Ō	0	0				
Administrative/Supports 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		_	
Skilled(Critt 0	Administrative Support	1	0	0	0	0	0	0	0	0	0	0	0	
Particlessionals O.0% O.	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%
Paya-Professionals 0	Skilled Craft		0	0	0	0	0	0	0	0	0	0	0	0
Department/Unit: OFFICE OF SECRETARY/OFFICE OF BUDGET & FISCAL MANAGEMENT			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Part	Para-Professionals			0	0	0	0	0	0	O	0	0	0	0
Department/Unit: OFFICE OF SECRETARY/OFFICE OF BUDGET & FISCAL MANAGEMENT		***			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EEO-4 Category White Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Ma	Total	19	0	0	0	0	0	13	3	0	0	0	0	35
EEO-4 Category White Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Ma														
EEO-4 Category White Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Ma	Department/Unit: OFFICE	OF SECRE	TARY/OF	ICE OF BU	DGET & FI	SCAL MANA	GEMENT							
Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female M									******					. "
Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female M														***
27.8% 5.6% 0.0%	EEO-4 Category						Female					Male		Total
27.8% 5.6% 0.0% 0.0% 0.0% 0.0% 61.1% 5.6% 0.0% 0.0% 0.0% 0.0% 27.3% 27.3% 28 1 0 1 0 0 0 11 2 0 0 0 0 0 0 0 43	Officials//Administrators	5	1	0	0	0	0	11	1	0	Ö	0	0	18
Crofessionals 28	%	27.8%	5.6%	0.0%	0.0%	0.0%	0.0%	61.1%	5.6%	0.0%	0.0%	0.0%		
Contrictions	Professionals	28	1	0	1	0	0	11	2	Ō	0	0	0	
100.0% 0.0%	45 E. A. S. S. S. S. S. S. S. S. S. S. S. S. S.	65.1%	2.3%	0.0%	2.3%	0.0%	0.0%	25.6%	4.7%	0.0%	0.0%	0.0%	0.0%	65.2%
Protective Service 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	echnicians	1	0	0	0	0	0	0	Ö	0	0	0	0	1
\$\begin{array}{cccccccccccccccccccccccccccccccccccc	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%
Administrative Support 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 4 \$\text{Milled Cran}\$ 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	rotective Service			0	0	0	0	0	0	0	0	0	0	0
100.0% 0.0%					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled/Cran 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Administrative Support							0	0	0	0	0	0	4
0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%												0.0%	0.0%	6.1%
Pervice/Maintenace 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0										0	0	0	0	0
8 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0											0.0%	0.0%	0.0%	0.0%
20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0													0	0
012 38 2 0 1 1 0 0 22 3 0 0 0 0 66	and any female and any and any and any and any and any any any and any any and any any and any any any any any											0.0%	0.0%	0.0%
	otal	38	2	0	_ 1 _	0	0	22	3	0	0	0	0	66

			<u> </u>										
Department/Unit: OFFIC	E OF SECR	ETARY/OF	FICE OF BI	UDGET & I	ISCAL MAN	AGEMENT/	O MOISIVIC	F ACCOUN	ITS				
Employment Data - as o	T 12/31/2011												
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	Other Female Minority	White Male	Black Male	Hispanic Male	Asian Male	Other Male Minority	Am. Indian Male	Total
Officials//Administrators	2	0	0	0	0	0	3	0	0	0	0	Ö	5
.9/	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.7%
Professionals	11	0	0	0	0	0	4	0	0	0	0	0	15
%	73.3%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	68.2%
Technicians	1	. 0	0	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
9/	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	Ö	0	0	0	0	0	1
mentingan in the Addition of	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%
killed Craft	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ervice/Maintenace	0	0	0.0%	0.0%	0	0	0	0	0	0	0	0	0
	0.00/				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
%	0.0%	0.0%											
%	0.0% 15	0.0%	0.0%	0.0%	0	0	7	0	0	0	0	0	22
							7	0	0	0	0	0	22
otal	15 OF SECRI	0	0	0	0	0				0	0	0	22
otal 3	15 OF SECRI	0	0	0	0	0				0	0	0	22
otal epartment/Unit: OFFICE	15 OF SECRI	0	0	0	0	0				O Asian Male	Other Male Minority	O Am. Indian Mate	22 Total
otal cepartment/Unit: OFFICE mployment Data as of EEO-4 Category	15 OF SECRI 12/31/2011 White	0 ETARY/OFF Black	0 ICE OF BU Hispanic	0 DGET & F Asian	0 ISCAL MANA Am.Indian	O AGEMENT/D Other Female	Vivision of	F PURCHA Black	SES Hispanic	Asian	Other Male	Am. Indian	
otal epartment/Unit: OFFICE mployment Data - se of EEO-4 Category fiicials//Administrators	15 OF SECRI 12/31/2011 White Female 1 50.0%	O Black Female 0 0.0%	0 ICE OF BU Hispanic Female	O DGET & F Asian Female	O SCAL MANA Am.Indian Female	O AGEMENT/D Other Female Minority	White Male	FPURCHA Black Male	SES Hispanic Male	Asian Male	Other Male Minority	Am. Indian Mate	Total
otal epartment/Unit: OFFICE imployment Data - as of EEO-4 Category fiicials/Administrators	15 OF SECRI 12/31/2011 White Female 1 50.0%	Black Female 0 0.0%	0 Hispanic Female 0 0.0%	O DGET & F Asian Female	O SCAL MAN/ Am.Indian Female	O AGEMENT/L Other Female Minority O	White Male	FPURCHA Black Male	SES Hispanic Male	Asian Male	Other Male Minority	Am. Indian Mate	Total 2
otal epartment/Unit: OFFICE imployment Data - as of EEO-4 Category fiicials/Administrators	15 OF SECRI 12/31/2011 White Female 1 50.0% 7 100.0%	Black Female 0 0.0% 0	O Hispanic Female 0 0.0% 0	O Asian Female 0 0.0%	O SCAL MAN/ Am.Indian Female 0 0.0%	O AGEMENT/D Other Female Minority O 0.0%	White Male 1	Black Male 0	SES Hispanic Male 0	Asian Male 0	Other Male Minority 0 0.0%	Am. Indian Mate 0 0.0%	Total 2 22.2%
otal epartment/Unit: OFFICE imployment Data - as of EEO-4 Category fficials/Administrators % rofessionals % echnicians	15 OF SECRI 12/31/2011 White Female 1 50.0% 7 100.0% 0	Black Female 0 0.0% 0	O Hispanic Female 0 0.0% 0 0.0%	0 Asian Female 0 0.0% 0 0.0%	O SCAL MAN/ Am.Indian Female O 0.0% O 0.0%	O AGEMENT/D Other Female Minority O 0.0% O	White Male 1 50.0%	Black Male 0 0.0%	Hispanic Male 0 0.0%	Asian Male 0 0.0%	Other Male Minority 0 0.0%	Am. Indian Mate 0 0.0%	Total 2 22.2% 7
otal epartment/Unit: OFFICE imployment Data - as of EEO-4 Category fricials/Administrators cofessionals echnicians	15 OF SECRI 12/31/2011 White Female 1 50.0% 7 100.0% 0 0.0%	0 Black Female 0 0.0% 0 0.0% 0 0.0%	0 Hispanic Female 0 0.0% 0 0.0% 0 0.0%	O O O O O O O O O O O O O O O O O O O	0 ISCAL MAN/ Am.Indian Female 0 0.0% 0 0.0% 0 0.0%	Other Female Minority O 0.0% O 0.0% O 0.0%	White Male 1 50.0% 0 0.0%	Black Male 0 0.0% 0 0.0% 0 0.0%	SES Hispanic Male 0 0.0% 0 0.0%	Asian Male 0 0.0% 0 0.0%	Other trale Minority 0 0.0% 0	Am. Indian Mate 0 0.0% 0 0.0%	Total 2 22.2% 7 777.8%
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PERSONNEL ACTIVITIES

Table 5 reflects new hires, promotions, training, terminations, demotions, disciplinary and layoffs. The data source for new hires, demotions, promotions, and terminations was provided by the Kentucky Personnel Cabinet and the Kentucky Human Resource Information System (KHRIS). The data source for disciplinary actions was provided by the Office of Human Resource Management (OHRM). The data source for training was provided by OHRM's Division of Professional Development & Organizational Management.

The Transportation Cabinet did not have any lay-offs during 2011.

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			EEO-4 Job Category		Officials/ Administrators	Professionals		recommends	Protective Service		Paraprofessionals	Administrative Support	Skilled Croft	Miled Clair	Service/Maintenance	000	olai	

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JOB GROUP NARRATIVE

Job groups will be derived from the workforce analysis (as defined previously) and will consist of one or a group of jobs with similar content, wage rates, and opportunities as provided in EEO-4 Report. Job titles should be assigned to those job groups coinciding with the EEO-4 job category in which the job title is classified.

The Commonwealth of Kentucky's Personnel Cabinet has categorized all job classifications employed by State Government into EEO-4 job categories; therefore, this data was utilized to demonstrate KYTC's job classifications. Definitions of the EEO-4 job categories by definition are listed:

Officials/Administr	ators
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Professionals

Technicians

Protective Service

Occupations requiring administrative personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of an agency's operations or provide specialized consultation on a Regional, District, or area basis.

Occupations which require specialized and theoretical knowledge which is usually acquired throughout college training or work experience and other training which provides comparable knowledge.

Occupations requiring a combination of basis scientific knowledge and manual skill which can be obtained through approximately 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Occupation in which workers are entrusted with public safety, security and protection from destructive forces.

Para-Professionals

Service/Maintenance

Administrative Support

Skilled Craft

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status.

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene, or safety of the general public or which contribute to the upkeep or care of building, facilities, or grounds of public property.

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired throughout on-the-job training and experience or throughout apprenticeship or other formal training.

KYTC JOB CLASSIFICATION BY EEO-4 JOB GROUP

OFFICIALS AND ADMINISTRATORS	CODE
OTTORIES THE PROPERTY OF	CODL
Administrative Branch Manager	9618
Assistant Director	9617
Assistant State Highway Engineer	7089
Audit Manager	9162
Cabinet Secretary	0125
Commissioner	0107
Deputy Commissioner	9945
Division Director II	9936
Environmental Scientist IV	3082
Executive Director	0139
Executive Staff Advisor	9616
Fiscal Manager	7125
General Counsel I	9941
General Counsel II	9944
Geologist Supervisor-Registered	7019
Graduate Accountant Manager	9119
Highway District Administrative Manager	9440
Information Systems Manger	9440
Network Analyst III	7388
Network Engineer IT	7390
Network Technician IV	7384
Personnel Branch Manager	9323
Printing Operation Administrator	1610
Resource Management Analyst III	7322
Right of Way Branch Manager	8335
Roadside Environment Consultant	7121
Roadside Environment District Administrator	7119
Roadside Environment State Administrator	7123

Staff Assistant	9619
State Highway Engineer	9956
Systems Support Coordinator	7314
Systems Support Technician IV	7313
Transportation Engineer Director	7086
Transportation Engineer Supervisor	7084
Transportation Engineer Branch Manager	7085

PROFESSIONALS	CODE
Accountant I	9107
Accountant II	9108
Accountant III	9109
Accountant IV	9111
Administrative Section Supervisor	9614
Administrative Specialist II	9612
Adminisrative Specialist III	9613
Affirmative Action Compliance Officer	9305
Archaeologist	8001
Audit Reviewer/Specialist	9160
Audit Supervisor	9161
Audit Team Leader	9159
Auditor I	9155
Auditor II	9157
Board Member	0104
Capital Construction/Design Project Adm I	7041
Capital Construction/Design Project Adm II	7042
Capital Construction/Design Project Manager	7043
Chemist I	4041
Chemist II	4042
Chemist III	4043
Chemist Supervisor	4044
Chief District Engineer	9955
Construction Superintendent I	1168
Construction Superintendent II	1169
Deputy Executive Director	9943
Environmental Scientist I	3049
Environmental Scientist II	3080
Environmental Scientist III	3081
Environmental Technologist I	3020

Environmental Technologist II	3021
Event Coordinator II	8117
Geologist I	7003
Geologist II	7004
Geologist III	7014
Geologist Registered	7006
Geoprocessing Specialist I	9780
Geoprocessing Specialist II	9781
Geoprocessing Specialist III	9782
Graduate Accountant I	9112
Graduate Accountant II	9113
Graduate Accountant III	9115
Graduate Accountant IV	9116
Graduate Accountant Supervisor	9117
Graduate Engineering Assistant	7099
Graduate Scholar	9902
Grants and Contract Administrator	9633
Grants and Contract Specialist	9631
Graphic Design Coordinator	8183
Highway Traffic Technician Superintendent	1166
Historic Preservation Coordinator	8013
Information Officer I	8125
Information Officer II	8126
Information Officer III	8128
Internal Policy Analyst I	9426
Internal Policy Analyst II	9428
Internal Policy Analyst III	9429
Internal Policy Analyst IV	9430
Medicaid Services Specialist I	9689
Medicaid Services Specialist II	9690
Medicaid Services Specialist III	9691
Network Analyst I	7385
Network Analyst II	7387
Personnel Administrator	9310
Personnel Management Specialist I	9316

Personnel Management Specialist II	9309
Personnel Management Specialist III	9317
Procedures Development Coordinator	9622
Program Coodinator	9615
Purchasing Agent I	9243
Purchasing Agent II	9244
Purchasing Associate	9270
Research Analyst I	9640
Research Analyst II	9642
Research Specialist	9644
Resource Management Analyst I	7320
Resource Management Analyst II	7321
Right of Way Agent II	8327
Right of Way Agent III	8329
Right of Way Agent Supervisor	8331
Right of Way Program Specialist I	8333
Right of Way Program Specialist II	8334
Right of Way Unit Leader	8332
Safety Administrator	3205
Special Investigative Agent I	9894
Special Investigative Agent II	9895
Special Investigative Agent III	9896
Special Investigative Agent Supervisor	9897
Staff Attorney I	9822
Staff Attorney II	9825
Staff Attorney III	9823
Staff Attorney Manager/Assistant General	9827
Counsel	
Systems Analyst I	7364
Systems Analyst II	7365
Systems Analyst III	7367
Systems Consultant IT	7335
Training Development Specialist I	9311
Training Development Specialist II	9312
Transportation Engineer I	7094

Transportation Engineer II	7095
Transportation Engineer Specialist	7083
Transportation Engineer Technologist I	7096
Transportation Engineer Technologist II	7097
Transportation Engineer Technologist III	7098
Transportation Hearing Officer I	2452
Transportation Medium/Heavy Truck	1770
Supervisor	

TECHNICIANS	CODE
Administrative Specialist I	9611
Automotive Parts Specialist	9208
Aviation Mechanic I	1731
Aviation Mechanic II	1732
Aviation Mechanic/Inspector I	1733
Collision Repair & Refinish Tech I	1755
Electronic Technician I	1222
Electronic Technician II	1223
Electronic Technician III	1225
Electronic Technician Supervisor	1227
Engineer In Training I	7025
Engineer In Training II	7026
Fiscal Officer	9121
Helicopter Pilot I	2156
Helicopter Pilot II	2157
Highway District Equipment Supervisor	1718
Highway Equip Maintenance & Management	1720
Tech	
Highway Traffic Technician I	1161
Highway Traffic Technician II	1163
Highway Traffic Technician III	1165
Illustrator	1629
Industry Hygienist IV	3306
Information Systems Supervisor	7340
KEWS Technician I	1246
KEWS Technician II	1248
KEWS Technician Supervisor	1250
Network Technician I	7380

Network Technician II	7381
Network Technician III	7382
Office Coordinator	9609
Pilot I	2151
Pilot II	2153
Production Specialist I	7303
Production Specialist II	7304
Production Technician I	7301
Production Technician II	7302
Programmer Analyst I	7360
Programmer Analyst II	7361
Programmer Analyst III	7363
Property Officer I	9213
Property Officer II	9214
Right of Way Agent I	8326
Safety Coordinator	3203
Safety Specialist	3201
Transportation Automobile/Truck Tech I	1760
Transportation Automobile/Truck Tech II	1761
Transportation Automobile/Truck Tech III	1762
Transportation Automobile/Truck Tech IV	1763
Transportation Automobile/Truck Tech V	1764
Transportation Operations Center Specialist I	2415
Transportation Operations Center Specialist II	2416

PARAPROFESSIONALS	CODE
Administrative Assistant	9608
Paralegal I	9856
Paralegal II	9587
Paralegal III	9858
Transportation Engineering Asst. I	7076
Transportation Engineering Asst. II	7077

PROTECTIVE SERVICE WORKERS	CODE
Motor Vehicle Dealer District Administrator	2492
Security Officer I	1014
Security Officer II	1015

ADMINISTRATIVE/OFFICE SUPPORT	CODE
Administrative Secretary	9038
Co Op Intern	9901
Executive Secretary II	9927
Executive Secretary III	9928
Legal Secretary I	9304
Legal Secretary II	9032
Office Support Assistant I	9002
Office Support Assistant II	9003
Office Support Supervisor	9004
Scholarship Trainee	9903
Timekeeper	9001

SKILLED CRAFT WORKERS	CODE
Automotive Mechanic I	1701
Automotive Mechanic II	1702
Automotive Mechanic III	1706
Automotive Mechanic IV	1710
Carpenter Finish	1112
Carpenter I	1109
Carpenter II	1111
Carpenter Supervisor	1113
Diesel Mechanic	1711
District Facilities Technician	1034
Electrician Assistant	1146
Electrician Licensed	1147
Electrician Licensed Coordinator	1149
Electrician Licensed Supervisor	1151
Executive Secretary I	9926
Garage Supervisor	1716
Highway Equipment Operator II	1042
Highway Equipment Operator III	1041
Highway Equipment Operator IV	1043
Highway Superintendent I	1063
Highway Superintendent II	1067
Machinist Consultant	1156
Machinist Journeyman	1155
Maintenance Section Supervisor	1030
Maintenance Superintendent I	1028
Maintenance Superintendent II	1029
Mechanical Maintenance & Operations	1142
Manager	!
Mechanical Maintenance & Operations	1140

Supervisor	
Mechanical Maintenance & Operations Tech I	1134
Mechanical Maintenance & Operations Tech II	1136
Mechanical Maintenance & Operations Tech	1138
III	
Painter	1016
Painter Supervisor	1018
Plumber Licensed	1143
Plumber Licensed Supervisor	1145
Printing Equipment Operator I	1601
Printing Equipment Operator II	1602
Printing Equipment Operator III	1603
Printing Equipment Operator IV	1604
Sign Maker I	1020
Sign Maker II	1019
Welder I	1105
Welder II	1106
Welder III	1107

SERVICE MAINTENANCE WORKERS	CODE
Airport Flightline Attendant I	1081
Airport Flightline Attendant II	1083
Ferryboat Deckhand	1089
Ferryboat Operator	1185
Highway Equipment Operator I	1037
Highway Laborer	1036
Highway Safety Patrol Operator	1044
Janitor	1003
Maintenance Supervisor	1026
Maintenance Worker I	1022
Maintenance Worker II	1024
Sign Maker III	1021
Stores Worker I	9201
Stores Worker II	9203
Stores Worker III	9205

JOB GROUP ANALYSIS

All job classifications have been listed by EEO-4 category with gender and race identified. Currently, state employment applications allow for the following six (6) racial origin designations:

- o White;
- o Black;
- Hispanic;
- o Asian American;
- American Indian or Alaskan Native; and
- o Other.

Therefore, the data collected from employment applications by the Kentucky Personnel Cabinet is restricted to these racial origins.

Each individual applicant/employee has the discretion to select the racial origin of their choice. Since 2008, the Kentucky Personnel Cabinet no longer provides information pertaining to an applicant's race, national origin or gender on certified registers. This information is also no longer made available to agencies on a candidate's application for employment with the Commonwealth. The Kentucky Personnel Cabinet continues to solicit this information on a voluntary basis from applicants for stastical purposes only. Therefore, if an applicant is hired and choses not to select a racial orign, this results in a counting of "unknowns" and the data is inaccurately reflected.

Efforts are being made to address this issue. KYTC continues to research methods to enhance the accuracy of the data in the existing data system; however, if an employee does not submit an updated application with the change in racial origin, the old data will remain in the system and the data will not be reported accurately.

Due to the data limitations within the current data collection system, KYTC has included an additional column for "Unknowns" to Table 7 in an effort to demonstrate employees whose racial origins are not properly tracked due to restrictions of the current employment application and tracking mechanism.

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EIGHT FACTOR AVAILABILITY ANALYSIS

In order to compute the Eight Factor Analysis (Availability Analysis), the following factors were considered for each of the EEO job categories:

- 1. Population (for females ---those actively seeking employment)
- 2. Unemployed workers
- 3. Civilian Labor Force
- 4. Requisite Skills Immediate labor area
- 5. Requisite Skills Recruitment area
- 6. Employees available for promotions
- 7. Educational Institution Trainable
- 8. Training provided within the department

Explanation on factors:

- Factors 1 through 5 and 7 are considered External Factors
- o Factors 6 and 8 are considered Internal Factors
- o Factors 1, 2, and 3 involve weighting Counties for immediate labor area availability
- Factor 4 involves weighting Counties, State, and/or the United States for immediate labor area availability
- Factor 5 involves weighting Counties, State, and/or the United States, by job groups, for recruitment area availability

Raw availability statistics are collected for each factor in each job group.

All factors must be considered, but only relevant factors are given value weight (see Availability Factor Computation Analysis Tables 8 and 9). The results are weighted statistics that are then summed by affected groups in each job group.

Finally, the Calculated Availability is compared with the availability for factors 4 and 5. If the Calculated Availability is less than these factors, the greater of the two factors will be used in lieu of the Calculated Availability. (For example: If the Calculated Availability for females in the Officials Administrators job group is 23.9% and the Requisite Skills in the recruiting area factor is 36.4%, the 36.4% is applied in lieu of the calculated 23.9%.)

EIGHT FACTOR AVAILABILITY ANALYSIS

For the purpose of analyzing Standard Metroplitan Areas for the Eight Factor Analysis, the Kentucky Transportation Cabinet utilized the on-line web access of the 2000 Census data for each specificd county. In addition to our primary recruitment areas of Louisville-Jefferson County and Lexington-Fayette County Metro Areas, KYTC completed an availability analysis for Kenton, Pike and Daviess Counties.

Statistical data sources used to complete the documents were from web sites provided by FHWA and monthly reports of KYTC employment population provied by the Kentucky Personnel Cabinet.

An Eight Factor Availability Analysis has been compiled for the Jefferson County Metropolitan Area.

Barriers: The Cabinet was unable to obtain the unemployment rates categorized in EEO-4 categories. The statiscal information used for unemployment percentage of availability is the total employment population and it is noted that the possibilities of that percentage may not meet minimum qualifications for each of the categories. The availability for unemployment percentages does not reflect accurately according to EEO-4 categories.

JOB GROUP: OFFICIALS/ADMINISTRATORS

KYTC utilized demographic data gleaned from www.census.gov/eeo2000/index.html on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource Management's monthly reports.

1. Minority Population:

Jefferson County Availability:

Minorities 10.10%

Females 41.4%

2. Minority Unemployment*:

Jefferson County:

Minorities 51.20%

Females 43.2%

3. Percentage of minority/females in total work force:

KYTC availability:

Minorities 3.23%

Females 21.70%

- 4. General availability of minorities having requisite skills in immediate labor area:
 - a. Incumbents: KYTC has 8 minorities and 56 females employed in the Officials/Administrators job category. Entry into these positions has been through internal promotions.
- 5. Availability of minorities having requisite skills in area reasonble to recruit.
 - a. The county is the area reasonble to recruit for this skill level. Therefore, according to the census data there are 10.10% minorities and 41.4% females available to recruit from.
- 6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 64.
- 7. Training Institutions capable of training persons in requisite skill in the County:
 - a. University of Louisville Speed School
 - b. University of Louisville
 - c. ATA Career Education
 - d. ITT Technical Institute
 - e. RETS Institute of Technology

- f. Bellarmine University
- g. Jefferson Community College
- h. Jefferson Technical College
- i. Spalding University
- j. Spencerian College
- k. Sullivan University
- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:
 - a. Tuition Assistance
 - b. KYTC Advanced Leadership Academy
 - c. Certificate of Management Fundamentals
 - d. Certified Public Managers Program

^{*}Unemployment availability percentages was no available by EEO-4 categories on the census web site.

JOB GROUP: PROFESSIONALS

KYTC utilized demographic data gleaned from www.census.gov/eeo2000/index.html on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource Management's monthly reports.

1. Minority Population:

Jefferson County Availability:

Minorities 14.3%

Females 55.3%

2. Minority Unemployment*:

Jefferson County:

Minorities 51.2%

Females 43.2%

3. Percentage of minority/females in total work force:

KYTC availability:

Minorities 8.59%

Females 34.1%

- 4. General availability of minorities having requisite skills in immediate labor area:
 - a. Incumbents: KYTC has 117 minorities and 545 females employed in the Professionals job category. Entry into these positions has been through new hires, internal promotions, and transfers.
- 5. Availability of minorities having requisite skills in area reasonble to recruit.
 - a. The county is the area reasonble to recruit for this skill level. Therefore, according to the census data there are 14.3% minorities and 55.3% females available to recruit from.
- 6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 662.
- 7. Training Institutions capable of training persons in requisite skill in the County:
 - a. University of Louisville Speed School
 - b. University of Louisville

- c. ATA Career Education
- d. ITT Technical Institute
- e. RETS Institute of Technology
- f. Bellarmine University
- g. Jefferson Community College
- h. Jefferson Technical College
- i. Spalding University
- j. Spencerian College
- k. Sullivan University
- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:
 - a. Tuition Assistance
 - b. KYTC Advanced Leadership Academy
 - c. Certificate of Management Fundamentals
 - d. Certified Public Managers Program

^{*}Unemployment availability percentages was no available by EEO-4 categories on the census web site.

JOB GROUP: TECHNICIANS

KYTC utilized demographic data gleaned from www.census.gov/eeo2000/index.html on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:

Jefferson County Availability: Minorities 21.50%

Females 60.6%

2. Minority Unemployment*:

Jefferson County: Minorities 51.20% Females 43.2%

3. Percentage of minority/females in total work force:

KYTC availability: Minorities 4.46% Females 17.3%

- 4. General availability of minorities having requisite skills in immediate labor area:
 - a. Incumbents: KYTC has 22 minorities and 61 females employed in the Technicians job category. Entry into these positions has been through internal promotions.
- 5. Availability of minorities having requisite skills in area reasonble to recruit.
 - a. The county is the area reasonble to recruit for this skill level. Therefore, according to the census data there are 21.50% minorities and 60.6% females available to recruit from.
- 6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 83.
- 7. Training Institutions capable of training persons in requisite skill in the County:
 - a. University of Louisville Speed School
 - b. University of Louisville

- c. ATA Career Education
- d. ITT Technical Institute
- e. RETS Institute of Technology
- f. Bellarmine University
- g. Jefferson Community College
- h. Jefferson Technical College
- i. Spalding University
- j. Spencerian College
- k. Sullivan University
- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:
 - a. Tuition Assistance
 - b. Certificate of Management Fundamentals
 - c. Certified Public Managers Program
 - d. ASE Certification
 - e. Class A Commerical Drivers License

^{*}Unemployment availability percentages was no available by EEO-4 categories on the census web site.

JOB GROUP: PARAPROFESSIONAL

KYTC utilized demographic data gleaned from www.census.gov/eeo2000/index.html on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:

Jefferson County Availability:

Minorities**

Females**

2. Minority Unemployment*:

Jefferson County:

Minorities 51.20%

Females

43.2%

3. Percentage of minority/females in total work force:

KYTC availability:

Minorities

8.89%

Females

31.1%

- 4. General availability of minorities having requisite skills in immediate labor area:
 - a. Incumbents: KYTC has 8 minorities and 18 females employed in the
 Paraprofessionals job category. Entry into these positions has been through new hires, internal promotions, and transfers.
- 5. Availability of minorities having requisite skills in area reasonble to recruit.
 - a. The web site did not provide information for the Job Group Paraprofessionals; therefore, the information submitted is incomplete.
- 6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 26.
- 7. Training Institutions capable of training persons in requisite skill in the County:
 - a. University of Louisville Speed School
 - b. University of Louisville
 - c. ATA Career Education
 - d. ITT Technical Institute
 - e. RETS Institute of Technology
 - f. Bellarmine University

- g. Jefferson Community College
- h. Jefferson Technical College
- i. Spalding University
- j. Spencerian College
- k. Sullivan University
- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:
 - a. Tuition Assistance
 - b. Certificate of Management Fundamentals
 - c. Certified Public Managers Program
 - d. ASE Certification
 - e. Class A Commercial Drivers License

^{*}Unemployment availability percentages was no available by EEO-4 categories on the census web site.

^{**}The web site www.census2000.gov did not provide information for the Job Group Paraprofessional; therefore, the information submitted is incomplete.

JOB GROUP: ADMINISTRATIVE SUPPORT

KYTC utilized demographic data gleaned from www.census.gov/eeo2000/index.html on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:

Jefferson County Availability: Minorities 17.8% Females 69.0%

2. Minority Unemployment*:

Jefferson County: Minorities 51.20%

Females 43.2%

3. Percentage of minority/females in total work force:

KYTC availability: Minorities 17.73%

Females 53.69%

4. General availability of minorities having requisite skills in immediate labor area:

- a. Incumbents: KYTC has 9 minorities and 40 females employed in the Administrative Support job category. Entry into these positions has been through new hires.
- 5. Availability of minorities having requisite skills in area reasonble to recruit.
 - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 17.80% minorities and 69.0% females available to recruit from.
- 6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 49.
- 7. Training Institutions capable of training persons in requisite skill in the County:
 - a. University of Louisville Speed School
 - b. University of Louisville
 - c. ATA Career Education
 - d. ITT Technical Institute
 - e. RETS Institute of Technology

- f. Bellarmine University
- g. Jefferson Community College
- h. Jefferson Technical College
- i. Spalding University
- j. Spencerian College
- k. Sullivan University
- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:
 - a. Tuition Assistance
 - b. ASE Certification
 - c. Class A Commercial Drivers License

^{*}Unemployment availability percentages was no available by EEO-4 categories on the census web site.

JOB GROUP: SKILLED CRAFT

KYTC utilized demographic data gleaned from www.census.gov/eeo2000/index.html on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:

	Jefferson County Availability:	Minorities Females	13.8% 8.3%
2.	Minority Unemployment*:		
	Jefferson County:	Minorities Females	51.20% 43.2%

3. Percentage of minority/females in total work force:

KYTC availability:	Minorities	6.88%
	Females	2.03%

- 4. General availability of minorities having requisite skills in immediate labor area:
 - a. Incumbents: KYTC has 91 minorities and 42 females employed in the Skilled Craft job category. Entry into these positions has been through new hires, transfers and promotions.
- 5. Availability of minorities having requisite skills in area reasonble to recruit.
 - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 13.8% minorities and 8.3% females available to recruit from.
- 6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 133.
- 7. Training Institutions capable of training persons in requisite skill in the County:
 - a. University of Louisville Speed School
 - b. University of Louisville
 - c. ATA Career Education
 - d. ITT Technical Institute
 - e. RETS Institute of Technology

- f. Bellarmine University
- g. Jefferson Community College
- h. Jefferson Technical College
- i. Spalding University
- j. Spencerian College
- k. Sullivan University
- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:
 - a. Tuition Assistance
 - b. ASE Certification
 - c. Class A Commercial Drivers License
 - d. Road Scholar Training
 - e. Road Master Training

^{*}Unemployment availability percentages was no available by EEO-4 categories on the census web site.

JOB GROUP: SERVICE/MAINTENANCE

KYTC utilized demographic data gleaned from www.census.gov/eeo2000/index.html on-line web site address. KYTC's employment workforce and percentages data source is from the Office of Human Resource's monthly reports.

1. Minority Population:

Jefferson County Availability: Minorities 29.10%

Females 41.6%

2. Minority Unemployment*:

Jefferson County: Minorities 51.20%

Females 43.2%

3. Percentage of minority/females in total work force:

KYTC availability: Minorities 5.9%

Females 15.19%

4. General availability of minorities having requisite skills in immediate labor area:

- a. Incumbents: KYTC has 10 minorities and 30 females employed in the Skilled Craft job category. Entry into these positions has been through new hires and promotions.
- 5. Availability of minorities having requisite skills in area reasonble to recruit.
 - a. The county is the area reasonable to recruit for this skill level. Therefore, according to the census data there are 29.10% minorities and 41.6% females available to recruit from.
- 6. Availability of promotable, trainable and transferable minorities in KYTC workforce totals 40.
- 7. Training Institutions capable of training persons in requisite skill in the County:
 - a. Area High Schools
 - b. Urban Community Technical Centers
- 8. Degree of training KYTC can undertake as means of making job classes available to minorities:

- a. Tuition Assistance
- b. ASE Certification
- c. Class A Commercial Drivers License
- d. Road Scholar Training
- e. Road Master Training

^{*}Unemployment availability percentages was no available by EEO-4 categories on the census web site.

JOB GROUP: PROTECTIVE SERVICE (NON-SWORN)

KYTC employes 4 white males and 1 white female in the the job title Motor Vehicle Dealer District Administrators. The positions are assigned in the Motor Vehicle Commission. The turnover rate in this classification is extremely low. KYTC does not anticipate filling any additional positions.

		Raw	Statistics Availability %	cs Avai	lability	%			M	Weighted Factor Availability*	Factor	Availah	ilitv*		
Factors*	Value Weight	Min	Fem	80	Hisp	AS/PI	AVAN	Min	Fem	<u> </u>	Hisp	AS/PI	Al/AN	Reason for Weighing	Statistics Source
 Percentage of population in the specified labor or recruitment area.** 	20.0%	10.10%	41.4%	8.1%	0.7%	1.2%	0.1%	2.0%	9.68	11.69%	%170	0.2%	0,00%		2000 F0P
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	2.6%	0.0%	%0.0	0.0%	0.00%	0:0%	9,0%	%0.0	%070	%010		
 Percentage of unemployment in the specified labor or recrultment area. 	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	4:3%	4.8%	0.2%	0.1%	9,010		2000 P0P
 Percentage of minorities/females in total workforce in the specific labor area. 	10.0%	3.23%	21.7%	2.6%	%9:0	%0.0	0.0%	0.3%	2.2%	0.3%	96150	%010	0.11%		KYTC TOTAL WORKFORCE
Percentage of availability of minonties/females with the requisite skills in the specified labor area.	5.0%	10.10%	41.4%	8.1%	0.7%	1.2%	0.1%	0:5%	2,10%	0:4%	%010	%1:0	%0:0		2000 POP
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	10.10%	41.4%	8.1%	0.7%	1.2%	0.1%	%510	2:17%	0:480	%0.0	0.1%	0.0%		2000 POP Jefferson
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	10.0%	100%	100%	100	100%	0.00%	0.00%	1040%	5,60101	39.3%	10,0% 33.3%	e income	%010		KATC TOTAL WORKFORCE
 Estimate of existence of training institutions for the requisite skills required for minorities or females. 	5.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	%0:0	96000	%000	%000	%0.0	0.0%		
 Estimate of training efforts the STA is reasonably able to undertake the job group available to minortlies/ females. 	35.0%	0.00%	%0:0	0.0%	0.0%	0.0%	%0.0	9,000	%0)0	%010	%000	0.00%	0.000		ar and
Final Availability Factor	100.0%							18.5% 28.9%	28.9%	40.7% 10.5%		33.8%	0.1%		

**For females, the avallability of females seeking employment in the labor or recruitment area.

B - Blacks/African American AS/PI - Asian American/Paclific islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic .

KYTIC TOTAL Workforce KYTG TOTAL Workforce Jefferson 2000 POP Jefferson 2000 P.OP Jefferson 2000, POP Statistics 2000 POP Jefferson Source Reason for Weighing 10.0% 0.0% %0:0₃ %0:0 AI/AN 11.0% 10.1% Weighted Factor Availability* 0.1% 0.6% %0:0 0.1% %0'0 AS/PI %00 %0.0 **10.6%** Hisp 000% 18.6% 0.7% %0:0 4:8% 0.5% 8 AVAILABILITY FACTOR COMPUTATION ANALYSIS 0.0% 2.8% 10:0% 34.3% Fern 20.3% 0,7% %60 10:0% %00 Min 0.7 A!/AN 0.2% 0.0% 0.5% **100**% 0.0% 0.5% 0.2% %0.0 0.0% **100%** AS/PI 2.9% 1.1% %9.0 **0.6**% 2.9% 0.0% %0'0 2.9% Raw Statistics Availability % **100%** 2.4% 1.0% 0.1% %0.0 Hisp 0.0% 1.0% %O: %0.0 10.2% 10.2% 100% 47.5% 10.2% 7.5% 7.5% %0.0 0.0% œ 55.3% 43.2% 55.3% 55.3% 100% 0.0% 34.1% %0.0 %0.0 듄 14.30% 51,20% 14.30% 14.30% 0.00% 8.59% 100% 0.00% 0.00% Ē Value Weight 100.0% 20.0% 10.0% 10.0% 10.0% %0.0 2.0% 35.0% 5.0% 2.0% with the requisite skills in the specified labor area. Percentage of minorities/females with requisite Percentage of population in the specified labor or recruitment area.** 4. Percentage of avallability of minoritles/females 7. Estimate of existence of training institutions for 2. Percentage of unemployment in the specified 6. Percentage of minorities/females promotable, 1a. Percentage of population in the specified transferable, and trainable within the STA's 3. Percentage of minorities/females In total the requisite skills required for minorities or reasonably able to undertake the Job group skills in the reasonable recruitment area Estimate of training efforts the STA is workforce in the specific labor area. avallable to minorities/ females. labor or recruitment area.** Final Availability Factor labor or recruitment area. organization females.

**For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

		Raw	Statisti	Statistics Availability %	lability	%			We	Weighted Factor Availability*	-actor	Availab	ilifv*		
Factors*	Value Weight	Min	Fem	8	Hisp	AS/PI	AI/AN	Min	Fem	es P	Hisp	AS/PI	AI/AN	Reason for Weighting	Statistics Source
Percentage of population in the specified labor or recruitment area.**	20.0%	21.50%	%9:09	18.7%	1.0%	1.5%	0.3%	4:3%	12.1%	3.7%	0.2%	0;3%	0:1%		2000 F.O.P.
1a. Percentage of population in the specified labor or recrultment area.**	0.0%	0.00%	0.0%	%0:0	%0:0	%0.0	%0.0	%000	9%010	23010	%010	%0%	%000		
 Percentage of unemployment in the specified labor or recruitment area. 	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	4:3%	4.8%	0.2%	0:1%	0.1%		2000 Pop
Percentage of minorities/females in total workforce in the specific labor area.	10.0%	4.46%	17.3%	3.3%	0.3%	%0.0	%0.0	0,4%	1,7%	0.3%	%010	%0.0	%0;0		KATIC TIOTIAL WORKEORRE
4. Percentage of avallability of minorities/females with the requisite skills in the specified labor area.	5.0%	21.50%	60.6%	18.7%	1.0%	1.5%	0.3%	151%	3:0%	0:8%	0.4%	0.1%	%010		2000 Pop Jefferson
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	21.50%	%9'09	18.7%	1.0%	1.5%	0.3%	1,1%	3,0%	%610	0.07%	0.1%	%010		2000 POP Jefferson
 Percentage of minorities/females promotable, transferable, and trainable within the STA's organization 	10.0%	100%	100%	100%	100%	0.0%	0.0%	10.0%	10:0%	10.0%	10.0%	%0:0	0.0%		I SYTICE TICHTALE WORKENSCH
 Estimate of existence of training institutions for the requisite skills required for minorities or females. 	5.0%	0.00%	%0.0	0.0%	%0.0	0.0%	%0.0	93010	%000	0.000	9/000	0.000	0,000		
 Estimate of training efforts the STA is reasonably able to undertake the job group avallable to minorities/ females. 	35.0%	0.00%	0.0%	0.0%	0.0%	0.0%	%0.0	93000	%070	53000	9,010	0.0%	23000		
Final Availability Factor	100.0%				1 1 1 1			22.0% 34.2%	34.2%	20.7% 10.6%	10.6%	%9.0	0.2%		

**For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American AS/PI - Asian American/Pacific Islander AI/AN - American Indian/Alaskan Native Hisp - Hispanic

		Raw	Statistics Availability %	cs Avai	lability	%			We	Weighted Factor Amilability*	10406	idolicity			
Factors*	Value Weight	Min	Fem	Ф	Hisp	AS/PI	Al/AN	Min	Fem	B	Hisp	AS/PI	AI/AN	Reason for Weighting	Statistics Source
Percentage of population in the specified labor or recruitment area.**	20.0%	0.00%	0.0%	0.0%	0.0%	0.0%	%0.0	%00	%000	%010	%010	%010	%0;0		2000 POP
ta. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	%0.0	0.0%	%0.0	2.2%	%0.0	%00	%0:0	%010	%010	%000	%00		
 Percentage of unemployment in the specified labor or recruitment area. 	5.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	2:6%	2;2%	2.4%	0.17%	0.1%	0.1%		2000 POP
 Percentage of minorities/females in total workforce in the specific labor area. 	5.0%	8.89%	31.1%	6.7%	0:0%	2.2%	0.0%	0.4%	1:6%	98:0	%010	0:1%	0:1%		NATC TOTAL WORKEORGE
Percentage of availability of minorities/females with the requisite skills in the specified labor area.	5.0%	0.00%	0.0%	%0:0	%0.0	0.0%	%0:0	%0:0	0.0%	%0.0	0:00	%0:0	%0:0		2000 PoP
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	2.0%	0.00%	%0.0	%0.0	%0.0	%0.0	0.0%	0.0%	0,00	23.000	%000	%0!0	0,0%		2000 PoP
 Percentage of minorities/females promotable, transferable, and trainable within the STA's organization 	10.0%	100%	100%	100%	0.0%	100%	100%	10:0%	10:0%	1010%	%00	10:0%	10.0%		KATIC TOTALE WORKFORGE
 Estimate of existence of training institutions for the requisite skills required for minorities or females. 	0:0%	%00.0	0.0%	0.0%	%0.0	%0.0	%0.0	\$3000	%070	9,000	%000	2,000	0.0%		
 Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females. 	20.0%	0.00%	0.0%	0.0%	%0.0	0.0%	%0.0	%010	%0.0	%000	%0;0	%000	%000		
Final Availability Factor	100.0%							13.0% 13.7%	13.7%	12.7%	0.1%	10.2% 10.2%	0.2%		

**For females, the availability of females seeking employment in the labor or recrultment area.

B - Blacks/African American AS/PI - Asian American/Pacific Islander AI/AN - American Indian/Alaskan Native Hisp - Hispanic

* * * * * * * * * * * * * * * * * * *		Raw	v Statistics Availability %	cs Avai	lability	%			W	Weighted Factor Availability*	Factor	Availab	ility*		
ractors	Value Weight	Min	Fem	ω.	Hisp	AS/P!	Al/AN	Min	Fem	m	Hisp	AS/PI	AI/AN	Reason for Weighting	Statistics Source
Percentage of population in the specified labor or recruitment area.**	20.0%	17.80%	%0'69	16.0%	%8.0	%6:0	0.1%	3:69%	9/8:81	3.2%	0.2%	0.2%	%0'0		2000 P@P
 Percentage of population in the specified labor or recruitment area.** 	0.0%	0.00%	0.0%	15.3%	0.0%	0.5%	0.5%	%0:0	%010	9,010	%0.0	%0:0	%0:0		Oslidiadii
Percentage of unemployment in the specified labor or recruitment area.	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5.1%	4.3%	4.8%	0:2%	0.1%	0,1%		2000 POP
3. Percentage of minorities/females in total workforce in the specific labor area.	10.0%	17.73%	53.69%	15.27%	0.5%	0.5%	0.5%	1:8%	5.4%	1.5%	0.1%	%140	0.1%		KATIC TOTAL
Percentage of avallability of minorities/females with the requisite skills in the specified labor area.	5.0%	17.80%	69.0%	16.0%	%8'0	%6:0	0.1%	%610	3.5%	0:8%	%0:0	%0:0	0:0%		2000 PoP
5. Percentage of minoritles/females with requisite skills in the reasonable recruitment area	5.0%	17.80%	69.0%	16.0%	0.8%	0.9%	0.1%	%6;0	3:5%	0.8%	%0:0	%000	%0:0		2000 POP Jefferson
 Percentage of minorities/females promotable, transferable, and trainable within the STA's organization 	10.0%	100%	100%	100%	100%	100%	100%	10.0%	10.0%	10.0%	10.0%	10:0%	10.0%		KYTIC TOTAL WORKFORGE
7. Estimate of existence of training institutions for the requisite skills required for minorities or females.	5.0%	0.00%	0.0%	0.0%	0.0%	%0.0	%0.0	%0:0	9,010	%0:0	9,000	%0:0	%0:0		
8. Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females.	35.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	%0:0	9,0,0	%0:0	%0:0	%0:0	%000		
Final Availability Factor	100.0%							22.2% 40.4%	40.4%	21.1%	21.1% 10.5%	10.4% 10.2%	10.2%		

**For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American AS/PI - Asian American/Pacific Islander AI/AN - American Indian/Alaskan Native HIsp - HIspanic

		Raw	Statistics Availability %	cs Avat	lability	%			W	Weighted Factor Availability*	Factor	Availab	ilitv*		
Factors*	Value Weight	Min	Fem	80	Hisp	AS/PI	AI/AN	Min	Fem	B	Hisp	AS/PI	AI/AN	Reason for Weighting	Statistics Source
Percentage of population in the specified labor or recruitment area. **	20.0%	13.80%	8.3%	10.1%	2.5%	0.7%	0.5%	268%	<i>982</i> 5	2:0%	9390	%]1:0	931:0		2000)F0P
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	0.0%	0.0%	%0:0	%ò.0	0.6%	9,600	%000	9,000	%000	%010	%010		
2. Percentage of unemployment in the specified labor or recruitment area.	2.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	2.6%	2/2%	24%	9,00	97,170	0.1%		2000[P0[P
3. Percentage of minorities/females in total workforce in the specific labor area.	5.0%	6.88%	2.0%	6.6%	0.1%	%0:0	%9.0	9339	0.1%	0.3%	9,000	%000	9,000		NOTIC TOTAL
Percentage of availability of minorities/females with the requisite skills in the specified labor area.	. 5.0%	13.80%	8.3%	10.1%	2.5%	0.7%	0.5%	0.77%	9470	0.5%	0.0%	0,078	%000		2000)20P
5. Percentage of minontles/females with requisite skills in the reasonable recruitment area	5.0%	13.80%	8.3%	10.1%	2.5%	0.7%	0.5%	0.77.0	049%	%540	0.T%	2200	%000		Specifical deficient
6. Percentage of minorities/females promotable, transferable, and trainable within the STA's organization	20.0%	100%	100%	100%	100%	%0'0	100%	20,0%	20.0%	20.0%	20:0%	9,000	20.0%		intretional
 Estimate of existence of training institutions for the requisite skills required for minorities or females. 	%0.0	0.00%	%0'0	%0:0	0.0%	%0.0	%0.0	9300	9/000	2,010	92500	9/2010	%000		12.57 (dina)
 Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females. 	40.0%	0.00%	%0.0	0.0%	0.0%	0.0%	%0.0	9,000	9,000	0,073	900	9%00	%010		
Final Availability Factor	100.0%							27.0%	24.8%	25.7%	25.7% 20.9%	0.3%	0.3% 20.2%		

**For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American

AS/PI - Asian American/Pacific Islander AI/AN - American Indian/Alaskan Native Hisp - Hispanic

		Raw	Raw Statistics Availability %	cs Avai	lability	%			W	Weighted Factor Availability*	Factor A	Availab	ilitv*		**
Factors*	Value Weight	Min	Fem	æ	Hisp	AS/PI	AI/AN	Min	Fem	EC)	Hisp	AS/PI	Al/AN	Reason for Weighting	Statistics Source
Percentage of population in the specified labor or recruitment area.**	10.0%	29.10%	41.6%	24.9%	2.5%	1.3%	0.3%	2.9%	4.2%	2:5%	%8:0	%1:0	%0;0		2000 POP
 Percentage of population in the specified labor or recruitment area.** 	0.0%	0.00%	0.0%	0.0%	0.0%	%0.0	%0.0	%010	%0.0	9:0:0	%0:0	%0;0	%0;0		anierson
2. Percentage of unemployment in the specified labor or recruitment area.	10.0%	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	5:1%	4.3%	4.8%	0.2%	0.1%	0.1%		2000 POP
3. Percentage of minonities/females in total workforce in the specific labor area.	10.0%	5.90%	15.2%	5.7%	%0.0	%0.0	%0.0	%910	1.5%	%910	%010	9,010	%0:0		KYTE TOTAL
Percentage of availability of minorities/females with the requisite skills in the specified labor area.	. 5.0%	29.10%	41.6%	24.9%	2.5%	1.3%	0.3%	1:5%	2.1%	1,2%	0.1%	0.1%	%0:0		2000 P.O.P. Jefferson
5. Percentage of minorities/females with requisite skills in the reasonable recruitment area	5.0%	29.10%	41.6%	24.9%	2.5%	1.3%	0.3%	1.5%	2.1%	1.2%	0.1%	0.1%	0:0%		2000 POP
 Percentage of mInorities/females promotable, transferable, and trainable within the STA's organization 	5.0%	100%	0.0%	100%	0.0%	0.0%	0.0%	5.0%	%0.0	5.0%	9,010	%0;0	9,010		KYTIC TOTAL WORKFORCE
 Estimate of existence of training institutions for the requisite skills required for minorities or females. 	2.0%	0.00%	0.0%	0.0%	%0.0	%0.0	0.0%	%0.0	%0:0	%0:0	%0:0	0.0%	9,010		
 Estimate of training efforts the STA is reasonably able to undertake the job group available to minorities/ females. 	50.0%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	%010	%0:0	960:0	%0;0	%0.0	%0:0		
Final Availability Factor	100.0%							16.5% 14.2%	14.2%	15.3%	%2'0	0.4%	0.2%		

**For females, the availability of females seeking employment in the labor or recruitment area.

B - Blacks/African American AS/Pl - Asian American/Pacific Islander AI/AN - American Indian/Alaskan Native Hisp - Hispanic

		AVA	ILABIL	ITY FA	CTOR	COM	MTA	AVAILABILITY FACTOB COMPUTATION ANAI VSIS	SA IVI	<u>u</u>				
										2				
		Raw	Raw Statistics Availability %	cs Avai	lability	%			W	eiahted	Factor	Weighted Factor Availability*	llitv*	
Factors*	Value Weight	Min	Fem		Hisp	AS/PI	Al/AN	Min	Fem	В	Hisp	AS/PI	AI/AN	Reason for Weighting
Percentage of population in the specified labor or recruitment area.**	1.0%	25.50%	%6'89	23.3%	0.0%	0.0%	2.2%	%8:0	0.77%	0.2%	%0'0	010%	%0 [†] 0	Simulation
1a. Percentage of population in the specified labor or recruitment area.**	0.0%	0.00%	%0'0	%0.0	0.0%	0.0%	%0.0	%010	0.00%	%010	0.0%	%0'0	%0:0	
2. Percentage of unemployment in the specified labor or recruitment area.	%0.0	51.20%	43.2%	47.5%	2.4%	1.1%	0.2%	%0;0	%000	0,0%	9,000	%0;0	%010	
Percentage of minorities/females in total workforce in the specific labor area.	0.0%	0.00%	16.7%	%0:0	%0.0	0.0%	0.0%	%010	%010	9.00	%0:0	%00	%000	
Percentage of avallability of minoritles/females with the requisite skills in the specified labor area.	0.0%	25.50%	%6.89	23.3%	%0:0	0.0%	2.2%	0:03	9,000	0,00%	%00 0	%010	%010	
5. Percentage of minorties/females with requisite skills in the reasonable recruitment area	0.0%	25.50%	68.9%	23.3%	%0.0	%0:0	2.2%	560:0	%000	9,000	9,00	%010	%010	
 Percentage of minorities/females promotable, transferable, and trainable within the STA's organization 	99.0%	0.00%	100%	%0:0	%0.0	0.0%	0.0%	0:0%	%0166	9300	%010	0.0%	%010	
 Estimate of existence of training institutions for the requisite skills required for minorities or females 	%0:0	%00.0	0.0%	0.0%	%0.0	0.0%	%0.0	%00	%0.0	960'0	9.00	0.00%	0:02%	
 Estimate of training efforts the STA is reasonably able to undertake the job group available to minoritles/ females 	%0.0	0.00%	0.0%	%0.0	0.0%	0.0%	0.0%	9,60:0	%0:0	%0.0	%010	%0:0.	%010	
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Statistics Source

**For females, the avallability of females seeking employment in the labor or recruitment area.

B - Blacks/African American

AI/AN - American Indian/Alaskan Native Hisp - Hispanlc AS/Pt - Aslan American/Pacific Islander

EEO-4 REPORT

The Kentucky Personnel Cabinet provided the data for the EEO-4 Report based upon input from the Kentucky Human Resource Information System (KHRIS) through the Office of Human Resource Management. The report provides a detailed total population of employees by annual salary, total number in category, race and gender.

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UTILIZATION ANALYSIS SUMMARY

The data contained in this report reflects employment statistics from January 1, 2011 through December 31, 2011. The overall percentage of minorities employed by KYTC during this reporting period decreased to 5.57 percent (5.57%) from 6.45 (6.45%) percent, a .88% decrease. The minority hiring goal established on July 1, 2004, was 10 percent (10%).

Minority utilization numbers within the KYTC decreased by .85%. KYTC is making strides toward the long-term goal for minority utilization despite budgetary obstacles.

KYTC female population's overall percentage employed during the reporting period decreased to 18.75 percent (18.75%) from 19.03 percent (19.03%), a .28% decrease. The female hiring goal established on July 1, 2004 is 52.42 percent (52.45%).

The female utilization numbers within the KYTC decreased by .19%. KYTC continues to make strides towards achievement of the Governor's Female and Minority hiring goals despite budgetary obstacles.

The total population of minorities and females in KYTC decreased during the reporting period of January 1, 2011 – December 31, 2011 by .72 % (.88% minorities + .28% females = 1.16% decrease).

UTILIZATION ANALYSIS BY EEO-4 JOB CATEGORIES

KYTC used an average number of vacancies based upon 2010 departures, which totals 232. KYTC will record and track future vacancies by EEO-4 job categories for the next reporting period. The formula utilized has been approved by FHWA administration. In addition, the internet web site www.uscensus2000 did not provide the required information for the EEO-4 job category "Paraprofessional." FHWA administration approved the use of EEO job category "Other Professional Workers" which was used for Paraprofessional.

Officials and Administrators:

KYTC had 331 employees in this category out of a total workforce of 4735. Eight (8) were minorities and Fifty Five (55) were females.

Officials/Administrators (Minorities)

A. Estimated # of vacancies based upon CY 210 terminations:
Officials and Administrators

B. # of employees in group = 331
of anticipated vacancies = 16
of years to reach ultimate goal = 5
of underutilized = 33

Ultimate Goal # = 5.4% * 331 = 18

Annual Placement Rate = 33 / (16 * 5) APR = 41%

Annual Placement Goal = 41% * 16 APG = 7

Annual Percentage Goal = 7/331 = 2%

Officials/Administrators (Females)

A. Estimated # of vacancies based upon average past 5-year departures:

Officials and Administrators

```
232 * 7.0% = 16 vacancies

B. # of employees in group = 331
# of anticipated vacancies = 16
# of years to reach ultimate goal = 5
# of underutilized = 136

Ultimate Goal # = 37.70% * 331 = 125
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Annual Placement Rate = 136 / (16 * 5) APR = 170%

Annual Placement Goal = 170% * 16 APG = 27

Annual Percentage Goal = 27/331 = 8%

Problem/Barrier Statement:

- o The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Non classified (non-merit) positions are under this EEO-4 job category; those positions are filled at the direction of the Governor and the Cabinet Secretary.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"

 Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.

Action Items:

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinet's Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item will be effective January 1, 2013.
- O Strive to increase employment numbers whenever possible to reach the goal of 10 percent minority workforce composition with special emphasis on the minority population. The job classifications in the EEO-4 job category of Professional are normally filled through the Kentucky Personnel Cabinet's internal mobility program.
- Ensure that all employees, including women and minorities, receive information concerning long-term and development programs.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.

Professionals:

KYTC had 1644 employees in this job category out of a total workforce of 4735. One Hundred Eight (108) were minorities and Five Hundred Forty Five (545) were females.

Professionals (Minorities)

A. Estimated # of vacancies based upon CY 2010 terminations:

B. # of employees in group = 1644
of anticipated vacancies = 109
of years to reach ultimate goal = 5
of underutilized = 237

Ultimate Goal # = 5.6% * 1644 = 92

Annual Placement Rate = 237 / (109 * 5) APR = 43%

Annual Placement Goal = 43% * 109 APG = 47

Annual Percentage Goal = 47/1644 = 3%

Professionals (Females)

A. Estimated # of vacancies based upon average past 5-year departures:

B. # of employees in group = 1644
of anticipated vacancies = 109
of years to reach ultimate goal = 5
of underutilized = 902

Ultimate Goal # = 57.9% * 1644 = 944

Annual Placement Rate = 902 / (109 * 5) APR = 166%

Annual Place Goal = 166% * 109 APG = 180

Annual Percentage Goal = 180/1644 = 11%

Problem/Barrier Statement:

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- The non-merit positions under this EEO-4 job category are filled at the Governor and Cabinet Secretary's discretion.
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- Minimum requirements are set forth in the job classification specification. Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.

Action Items:

 The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan

- and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item will be effective January 1, 2013.
- Strive to increase employment numbers whenever possible to reach the goal of 10 percent minority workforce composition with special emphasis on the minority population. The job classifications in the EEO-4 job category of Professional are normally filled through the Kentucky Personnel Cabinet's internal mobility program.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.

Technicians:

KYTC had 377 employees in this category out of a total workforce of 4706. Twenty-three (23) were minorities and Two Hundred Ninety Three (293) were females.

Technicians (Minorities)

A. Estimated # of vacancies based upon CY 2010 terminations:

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232* 8% = 19 vacancies
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B. # of employees in group = 377
of anticipated vacancies = 19
of years to reach ultimate goal = 5
of underutilized = 82

Ultimate Goal # = 7.5% * 377 = 28

Annual Placement Rate = 82 / (19 * 5) APR = 86%

Annual Placement Goal = 86% * 19 APG = 16

Annual Percentage Goal = 16/377 = 4%

Technicians (Females)

A. Estimated # of vacancies based upon CY 2010 terminations:

B. # of employees in group = 377
of anticipated vacancies = 19
of years to reach ultimate goal = 5
of underutilized = 169

Ultimate Goal # = 62.9% * 377= 237

Annual Placement Rate = 169 / (19* 5) APR = 178%

Annual Placement Goal = 178% * 19 APG = 34

Annual Percentage Goal = 34/377 = 9%

Problem/Barrier Statement:

- o The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- o Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.

Action Items:

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and

- reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item will be effective January 1, 2013.
- Strive to increase employment numbers whenever possible to reach the goal of 10 percent minority workforce composition with special emphasis on the minority population. The job classifications in the EEO-4 job category of Professional are normally filled through the Kentucky Personnel Cabinet's internal mobility program.
- o Utilize interim and summer programs with a strong emphasis on minorities and females.
- Work cooperatively with the Cabinet's scholarship program (engineering), State universities, community colleges and vocational schools to recruit minority and female candidates for both programs.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.

Protective Service Worker:

KYTC had five (5) employees in this category out of a total workforce of 4706. One (1) was a minority and two (2) were females.

Protective Service Worker (Minorities)

A. Estimated # of vacancies based upon average CY 2010 terminations:

$$232 * 0.1\% = 0$$
 vacancies

B. # of employees in group = 5
of anticipated vacancies = 0
of years to reach ultimate goal = 5
of underutilized = 1

Ultimate Goal # = 10.9% * 5 = 0

Annual Placement Rate = 1 / (0 * 5) APR = 0%

Annual Placement Goal = 0% * 0 APG = 0

Annual Percentage Goal = 0/5 = 0%

Protective Service Worker (Females)

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 0.1\% = 0$$
 vacancies

B. # of employees in group = 5
of anticipated vacancies = 0
of years to reach ultimate goal = 5
of underutilized = 2

Ultimate Goal # = 29.5% * 5 = 1

Annual Placement Rate = 2/ (0 * 5) APR = 0%

Annual Placement Goal = 0% * 0 APG = 0

Annual Percentage Goal = 0/5 = 0%

Problem/Barrier Statement:

- KYTC only utilizes one classification of Motor Vehicle Dealer District Administrator within the EEO-4 job category of Protective Service worker. The turnover rate within this job classification is extremely low.
- KYTC does not expect to fill any vacancies within this EEO-4 job category over the next 5-years as this position is being phased out.

Action Items are not required due to KYTC not expecting to fill positions in the EEO-4 job category of Protective Service Workers within the next five years.

Paraprofessional:

KYTC had ninety (100) employees in this category out of a total workforce of 4735. Eight (8) were minorities and Eighteen (18) were female.

The internet web site US Census 2000 did not provide the EEO-4 job category information for Paraprofessional. Per FHWA administration we may use the EEO job category "Other Professional Workers."

Paraprofessional (Minorities)

A. Estimated # of vacancies based upon average past 5-year departures:

$$232 * 2.1\% = 5$$
 vacancies

B. # of employees in group = 100
of anticipated vacancies = 5
of years to reach ultimate goal = 5
of underutilized = 0

Ultimate Goal # = 6.5% * 100 = 7

Annual Placement Rate =0 / (5 * 5) APR = 0%

Annual Placement Goal = 0% * 5 APG = 0

Annual Percentage Goal = 0/100 = 0%

Paraprofessional (Females)

A. Estimated # of vacancies based upon average past 5-year departures:

B. # of employees in group = 100
of anticipated vacancies = 5
of years to reach ultimate goal = 5
of underutilized = 0

Ultimate Goal # = 54.0% * 100 = 54

Annual Placement Rate = 0 / (5 * 5) APR = 0%

Annual Placement Goal = 0% * 5 APG = 0

Annual Percentage Goal = 0/100 = 0%

Problem/Barrier Statement:

- o The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- o Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- Minimum requirements are set forth in the job classification specification. Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.

Action Items:

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item is effective January 1, 2013.
- O The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.

Administrative Support:

KYTC had 124 employees in this category out of a total workforce of 4706. Nine (9) were minorities and Forty Three (43) were females.

Administrative Support (Minorities)

A. Estimated # of vacancies based upon CY 2010 terminations:

B. # of employees in group = 124
of anticipated vacancies = 6
of years to reach ultimate goal = 5
of underutilized = 22

Ultimate Goal # = 8.6% * 124 = 11

Annual Placement Rate = 22 / (6 * 5) APR = 73%

Annual Placement Goal = 73% * 6 APG = 4

Annual Percentage Goal = 4/124 = 3%

Administrative Support (Females)

A. Estimated # of vacancies based upon CY 2010 terminations:

$$232 * 2.6\% = 6$$
 vacancies

B. # of employees in group = 124
of anticipated vacancies = 6
of years to reach ultimate goal = 5
of underutilized = 68

Ultimate Goal # = 76.8% * 124 = 95

Annual Placement Rate = 68/ (6 * 5) APR = 226%

Annual Placement Goal = 226% * 6 APG = 14

Annual Percentage Goal = 14/124 = 11%

Problem/Barrier Statement:

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- Minimum requirements are set forth in the job classification specification.
 Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.

Action Items:

O The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.

- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan. This action item is effective January 1, 2013.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.

Skilled Craftsmen:

KYTC had 1731 employees in this category out of a total workforce of 4706. Ninety One (91) were minorities and forty two (42) were female.

Skilled Craftsmen (Minorities)

A. Estimated # of vacancies based upon CY 2010 terminations:

B. # of employees in group = 1731
of anticipated vacancies = 85
of years to reach ultimate goal = 5
of underutilized = 239

Ultimate Goal # = 5.10% * 1731 = 88

Annual Placement Rate = 239 / (85 * 5) APR = 56%

Annual Placement Goal = 56% * 85 APG = 48

Annual Percentage Goal = 48/1731 = 3%

Skilled Craftsmen (Females)

A. Estimated # of vacancies based upon CY 2010 terminations:

B. # of employees in group = 1731
of anticipated vacancies = 85
of years to reach ultimate goal = 5
of underutilized = 107

Ultimate Goal # = 5.10% * 1731 = 88

Annual Placement Rate = 107 / (85* 5) APR = 25%

Annual Placement Goal = 25% * 85 APG = 21

Annual Percentage Goal = 21/1731 = 1%

Problem/Barrier Statement:

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap that is available.
- Merit management and supervisory positions are under this EEO-4 job category; those positions are normally filled through the internal mobility program from current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: ".....vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- O Classifications in this EEO-4 job category are normally filled through the Kentucky Personnel Cabinet's internal mobility program of current workforce. Kentucky Administrative Regulation 1:400 states: "agencies shall consider applicant's qualifications, record of performance, conduct, seniority and performance evaluations in the selection of an employee for a promotion. Kentucky Revised Statute 18A.0751 states: "......vacancies shall be filled by promotion whenever practicable and in the best interest of the service"
- Minimum requirements are set forth in the job classification specification. Candidates must meet minimum requirements and be placed on a merit register to be considered for vacancies.

• The classifications identified in this category traditionally do not attract female applicants and pose a significant recruitment challenge.

Action Items:

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan.
- The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.

Service Maintenance:

KYTC had 394 employees in this category out of a total workforce of 4706. Ten (10) were minorities and thirty three (33) were females.

Service Maintenance (Minorities)

A. Estimated # of vacancies based upon CY 2010 terminations:

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232* 8.4% = 19 vacancies
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B. # of employees in group = 394
of anticipated vacancies = 19
of years to reach ultimate goal = 5
of underutilized = 113

Ultimate Goal # = 13.6% * 394 = 54

Annual Placement Rate = 113 / (19 * 5) APR = 119%

Annual Placement Goal = 119% * 19 APG = 23

Annual Percentage Goal =23/394 = 6%

Service Maintenance (Females)

A. Estimated # of vacancies based upon CY 2010 terminations:

B. # of employees in group = 394
of anticipated vacancies = 19
of years to reach ultimate goal = 5
of underutilized = 111

Ultimate Goal # = 64.1% * 394 = 253

Annual Placement Rate = 111 / (19 * 5) APR = 117%

Annual Placement Goal = 117% * 19 APG = 22

Annual Percentage Goal = 22/394 = 6%

Problem/Barrier Statement:

- The Governor's Office of Policy Management at the direction of the Governor of Kentucky establishes personnel quota numbers for each State Agency. Therefore, to stay within the allotted personnel quota, positions can only be filled when there is an actual vacant, funded personnel cap available.
- Candidates must apply through the Kentucky Personnel Cabinet in order to be considered for the possibility of interviews.
- The classifications identified in this category traditionally do not attract female applicants and pose a significant recruitment challenge.
- Several classifications within this category are entry level positions with low pay resulting in a significantly high attrition rate.

Action Items:

- The Office for Civil Rights and Small Business Development (OCRSBD) will educate KYTC management on their responsibilities to implement the Cabinets Affirmative Action Plan and provide periodic statistical analysis to assist them in determining their progress towards meeting established goals within their perspective areas.
- OCRSBD will develop a reporting system for analyzing the number of minorities and females interviewed. This information will be compared with demographics of the candidates actually selected for appointment/promotion. This information will be analyzed to assess whether KYTC hiring procedures are being complied with and reported to assist in the evaluation of hiring manager's performance in complying with the Affirmative Action Plan.

O The Affirmative Action Compliance Officer will record and monitor new hires in this EEO-4 job category monthly, to provide management with information processes to ensure supervisors are complying with support to the Affirmative Action Plan. The information will also be distributed to Department and Office Heads with regards to their specific areas. This action will be effective January 1, 2013.

JOB CATEGORY	TOTAL EMPLOYEES AS OF 12/31/11	FEMALE EMPLOYEES AS OF 12/31/11	% FEMALES AS OF 12/31/11	UNDER UTILIZED AS OF 12/31/11	CIVILIAN LABOR AVAILABLITY AS OF 12/31/11	# FEMALES TO REACH ULTIMATE 5-YR PLAN GOAL
OFFICIALS AND ADMINISTRATORS	331	55	16.6%	YES	37.70%	125
PROFESSIONALS	1644	545	33.1%	YES	57.90%	944
TECHNICIANS	377	61	_ 16.2%	YES	62.90%	237
PROTECTIVE SERVICE	5	1	20.0%	YES	29.50%	1
PARA – PROFESSIONALS OTHER PROFESSIONAL WORKERS	100	18	18.0%	YES	54.00%	54
ADMINISTRATIVE SUPPORT	124	43	34.7%	YES	76.80%	95
SKILLED CRAFT	1731	42	2.4%	YES	5.10%	88
SERVICE/ MAINTENANCE	394	33	8.4%	YES	64.10%	253
TOTAL	4.706	926	7.44			1797

JOB CATEGORY	TOTAL EMPLOYEES AS OF 12/31/11	MINORITY EMPLOYEES AS OF 12/31/11	% MINORITY AS OF 12/31/11	UNDER UTILIZED AS OF 12/31/11	CIVILIAN LABOR AVAILABLITY AS OF 12/31/11	# MINORITIES TO REACH ULTIMATE 5-YR PLAN GOAL
OFFICIALS AND	331	8	2.41	YES	5.4%	18
ADMINISTRATORS						
PROFESSIONALS	1644	108	6.56	YES	5.6%	92
TECHNICIANS	377	23	6.10	YES	7.5%	28
PROTECTIVE SERVICE	5	4	80.0	NO	10.9%	0
PARA – PROFESSIONALS OTHER PROFESSIONAL WORKERS	100	8	8.0	YES	6.5%	7
ADMINISTRATIVE SUPPORT	124	14	11.3	YES	8.6%	11
SKILLED CRAFT	1731	91	5.25	YES	5.10%	88
SERVICE/ MAINTENANCE	394	59	14.9	YES	13.6%	54
TOTAL	4.706	315	6.69			298

UTILIZATION ANALYSIS REPORT

Workforce data as of December 31, 2011, was caputred by the Kentucky Human Resource Information System (KHRIS) and provided by the Kentucky Personnel Cabinet. The purpose of determining availability is a comparison of under-utilized workforce by occupational category based upon the persons in the labor market area.

The comparison revealed under-utilized workforce in minorities and females in most areas. The Cabinet's goal is to obtain a 20 percent (20%) female workforce and an 8 percent (8%) minority workforce. As of December 31, 2011, the female population is 18.75% and the minority population is 5.57%.

The overall percentage of minorities employed by KYTC during this reporting period decreased to 5.57 percent from 6.45 percent, a .88% decrease. The minority hiring goal established on July 1, 2004, was 10 percent (10%).

Minority utilization numbers within the KYTC decreased by .85%. KYTC is making strides toward the long-term goal for minority utilization despite budgetary obstacles.

KYTC female population's overall percentage employed during the reporting period decreased to 18.75 percent from 19.03 percent, a .28% decrease. The female hiring goal established on July 1, 2004 is 52.42 percent.

The female utilization numbers within the KYTC decreased by .19%. KYTC continues to make strides towards achievement of the Governor's Female and Minority hiring goals despite budgetary obstacles.

The total population of minorities and females in KYTC decreased during the reporting period of January 1, 2011 - December 31, 2011 by 0.72 percent (minorities .88% + females .28% = 1.16% decrease).

The information for Paraprofessional (job category) was not available on the 2000 Census web site and therefore is being submitted incomplete. According to FHWA, KYTC could include the Paraprofessional numbers in with another job group; however, KYTC is of the opinion that by doing that, it would skew the percentages and not provide an accurate depiction.

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Job Category	Mobil Wapidane			Males					Females		
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Official Administrators										NEW	Link
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SETTING GOALS AND TIME TABLES

The Kentucky Transportation Cabinet (KYTC) seeks to "attract, develop, invovle, and retain qualified people." To achieve these goals, we must provide a work environment and a work climate that supports well-being, satisfaction and motivation of each employee.

KYTC was unable to determine the expected vacancy and attrition rate by job group for each year of the plan period due to data not being available by EE0-4 job category. KYTC will seek to implement modifications to the collection of data through the Kentucky Human Resource Information System (KHRIS) that will capture all separations by EE0-4 job categories.

EEO COMPLAINT PROCEDURES

KYTC has a procedure in place that ensures that employees and applicants alleging discrimination may file and pursue such allegations with an impartial body without fear of reprisal.

FHWA REQUIRED IDENTIFIED RESPONSIBLE PARTIES

Overall responsibility for the implementation of the KYTC EEO Complaint Procedure rests with the Office for Civil Rights and Small Business Development (OCRSBD). The Executive Director of that office is assisted by the EEO Coordinator. The Office of Human Resource Management Employee Relations Branch, the District Executive Directors, District Administrative Coordinators, managers and supervisors share responsibility in the KYTC EEO Complaint Procedure.

FHWA REQUIRED ELEMENTS

The KYTC EEO Civil Rights Complaint Procedures are set forth in section 904 of the KYTC General Administration Procedures which are available to all KYTC employees in written form and on the KYTC website. The procedures outline three (3) levels of complaint development – inquiry, informal complaint and formal complaint:

- 1. INQUIRY is the first stage. An individual may approach any member of management, the Employee Relations Branch, an EEO Counselor, or the OCRSBD with an inquiry. The KYTC's EEO counselors include the Administrative Coordinator of each highway district office and the EEO Coordinator located in the OCRSBD. The recipient of the inquiry shall review the KYTC complaint procedures with the individual making the inquiry. The recipient of the inquiry shall forward all inquiries to the OCRSBD within two (2) working days of receipt, not including the day the inquiry was made. Within 15 working days of being notified of the inquiry, the OCRSBD may discuss the inquiry with the individual who made the inquiry in order to informally resolve the matter.
- 2. INFORMAL COMPAINT follows the inquiry when measures to resolve the issues during the inquiry fail. The OCRSBD may bring the issue to the attention of management and persons other than the individual making the inquiry to determine whether the inquiry may be resolved informally. If the inquiry cannot

be informally resolved, the OCRSBD shall accept the inquiry as a formal complaint.

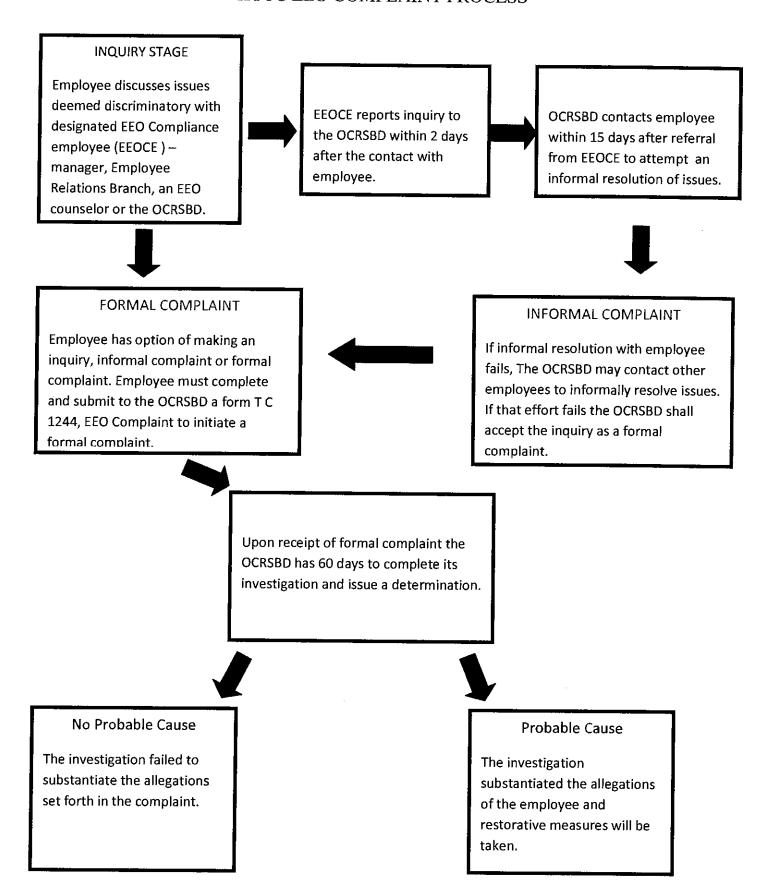
3. FORMAL COMPLAINT is the final step in the internal complaint process. If an individual chooses, he or she may bypass the inquiry/informal complaint process and file a formal complaint with the OCRSBD at anytime. Before a formal investigation is initiated, the complainant shall complete and sign the TC 12-244, EEO Complaint Form. The statement shall include the complaint basis (race, color, sex, etc.), issues (equal pay, failure to promote, etc.), incident dates, identity of the accused, and names of supporting witnesses. The EEO counselors or the OCRSBD shall provide technical assistance as necessary. The complainant is notified in writing, within 10 (ten) days of receipt of the written complaint, and the assignment of the complaint to an investigator. A detailed investigation is conducted and a summary report of findings and conclusions is issued to the complainant and accused. When appropriate, a summary report is forwarded to the KYTC Secretary or his/her designee, as well as the Appointing Authority. The investigation is concluded in 60 days of receipt of the written complaint. Appropriate remedial steps, when discrimination has been found to have occurred, will be taken. These can include actions such as changes in policies or procedures, disciplinary actions and setting aside of actions already taken. All formal complaints shall be logged, tracked and the files kept by the OCRSBD. Information pertaining to complaints shall only be made available within KYTC to those with distinct need to know. Under those circumstances, all or part of complaint files may be obtainable through Open Records.

At each stage of the inquiry/complaint process, individuals are informed of other avenues in which to file their complaints which include the U.S. Equal Employment Opportunity Commission, the U.S. Department of Justice, Kentucky Commission on Human Rights and the U.S. Department of Transportation and the Federal Highway Administration.

The KYTC EEO Complaint Procedures shall be plainly posted on all KYTC bulletin boards where Wage and Hour and other labor-related postings required by law are located. These procedures shall also be distributed to all new employees during orientation, included in the Personnel Handbooks given to all employees whenever there is a change in the procedure.

The KYTC EEO Complaint Procedures clearly prohibit retaliation or reprisal against employees and individuals involved in the complaint process and stipulate that appropriate disciplinary action, up to, and including termination be taken against anyone found to be involved in retaliation or reprisal.

KYTC EEO COMPLAINT PROCESS



EEO COMPLAINT ANALYSIS REPORT

The information source is the Cabinet's EEO Coordinator in the Office for Civil Rights and Small Business Development (OCRSBD).

Recently, the responsibility for conducting and tracking EEO investigations was placed back in OCRSBD. All Cabinet EEO complaints are received, investigated and tracked in OCRSBD. A log, created and maintained by OCRSBD, tracks the EEO complaints by type of allegation, race, gender, location, date received, and resoultuion or action taken.

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Legend
A = White
B = Black
C = Hispanic
D = Asian
E = American Indlan
U = Unknown Race

OHRM = Office of Human Resources Management

TRAINING HOURS AND PARTICIPANT ANALYSIS

Table 16 reflects the total number of training hours, by EEO-4 job category, captured by the Cabinet's Office of Human Resource Management, Division of Professional Development & Organizational Management.

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	Number	Percent
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TOTAL FEMALES =	8382.55	17.71%

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Percent	4.95%	17.71%
Number	2345.5	8382.55
	TOTAL MINORITIES =	TOTAL FEMALES

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IMPLEMENTATION PLAN TO ELIMINATE DISCRIMINATORY BARRIERS & ACHIEVE GOALS

Kentucky Transportation Cabinet (KYTC)

The Kentucky Transportation Cabinet plans to implement the following actions, steps and programs to create an equitable workforce for all employees:

JOB STRUCTURING AND UPWARD MOBILITY:

- Ensure that all qualification requirements are closely job related;
- Explore career development plans for lower grade employees who are underutilized or who demonstrate potential for advancement; and
- Widely disseminate upward mobility programs and opportunities with each work unit and within the total organizational structure.

RECRUITMENT, PLACEMENT AND HIRING APPLICANT FLOW ANALYSIS:

- Maintain contact with organizations representing minority and female professional societies, and other sources of candidates for technical, professional and management level positions;
- Ensure that recruitment literature is relevant to all employees, including minority and female groups:
- Review and monitor recruitment and placement procedures to ensure that no discriminatory practices exist.

PROMOTIONS:

 Evaluate promotion criteria (supervisory evaluations, oral interviews, written tests, qualification standards, etc.) and their use by selecting officials to identify and eliminate factors which may lead to non selection of employees or applicants, particularly minorities and females, who traditionally have not had access to better jobs; Ensure that all job vacancies are posted on the website of the Kentucky Personnel Cabinet and that all employees are encouraged to apply for all jobs for which they are qualified.

TRAINING:

- Require managers and supervisors to participate in EEO training covering the AAP, the overall EEO program and the administration of the policies and procedures therein, and on all Federal, State and local laws relating to EEO;
- Train employees who conduct employee selection interviews in proper interviewing techniques.

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OTHER PERSONNEL ACTIONS:

- Ensure that information on EEO counseling and grievance procedures is easily available to all employees;
- Improve the system for processing complaints alleging discrimination because of race, color, religion, sex, national origin, sexual orientation or gender identity, ancestry, age, disability or veteran status;
- Improve the system for processing grievances and appeals (i.e. disciplinary actions, adverse actions, adverse action appeals, etc.);
- o Ensure the equal availability of employee benefits to all eligible employees.

INTERNAL & EXTERNAL DISSEMINATION OF THE AAP

INTERNAL

The Kentucky Transportation Cabinet's Affirmative Action Plan will be available in each work unit, on the Cabinet's website and will be accessible to all employees upon request. The Equal Employment Opportunity/Affirmative Action policy statement will be disseminated internally to all department employees and placed on the Cabinet's website and included in the New Employee Orientation packets.

The policy intent and individual responsibility will be explained to executive, managerial and supervisory personnel. Explanations will include a clear statement of the Cabinet Secretary's commitment to affirmative action and support for the policy and plan.

External

A copy of the Affirmative Action Plan will be made available to the public on the Cabinet's website and also upon request. The Cabinet will initiate and undertake aggressive, relationship-building activities to ensure frequent contact with protected group members, community organizations, and resource agencies. The Equal Opportunity/Affirmative Action policies will be publicized externally by incorporating an equal opportunity statement in all purchase orders, contracts and recruitment advertising. With the exception of a bona fide occupation qualification, notices of recruitment advertisement will not contain reference to race, color, sex, religion, creed, age, marital status, national origin, sexual orientation, disabled Vietnam era veteran's status, or physical, sensory, mental disability or political affiliation.

The Kentucky Transportation Cabinet will not knowingly conduct business with any entity that discriminates against protected group members and/or violates Federal or State civil rights laws. An equitable representation of protected group and non-affected group employees will be shown in KYTC brochures, publications, manuals, reports and advertisements that depict the KYTC workforce.

ASSESSMENT OF EMPLOYMENT PRACTICES AND POTENTIAL PROBLEM AREA ANALYSIS

Potential Problem Area	Analysis
The total selecton process, including recruitment, application forms, interview procedures, referral procedures, and final selection process.	While the total selection process ensures equal employment opportunity, KYTC identified the need to better track minority applicants due to the self-identification practice on application forms. An analysis in this area also indicates a need for more targeted recruitment efforts and the need to implement training for managers/supervisors on interview panel selection and applicants chosen for interviews.
Transfers and promotion practices.	KYTC's transfer and promotion practices assure equal opportunity. A review of this area indicates, however, that while minorities and women have equal access to promotional and transfer opportunities, there is a need for more training on career advancement for all KYTC employees.
Personnel actions and performance management	An analysis in this area indicates a need to incorporate an EEO component into the performance appraisal system for all management level KYTC employees.
Absence of enforcement of self-evaluation audit system to evaluate compliance and the effectiveness of EEO and AA in all KYTC offices and divisions.	The 2007 Affirmative Action Plan identified ways to accomplish self-evaluation of all KYTC offices and divisions. There is a need to implement this self-evaluation on a quarterly or annual basis.
Composition of applicant flow by minority group status and gender	A review of this area indicates a need to identify ways to capture statistacal data related to applicants and interviewees

	compiled by minority group status and gender.
Compliation of data	For the purposes of statistical reporting to FHWA, all data must be compiled and analyzed by EEO-4 job category.
Underutilization of minorities and women in specific EEO-4 job categories.	

AFFIRMATIVE ACTION PROGRAM EVALUATION

The Office for Civil Rights & Small Business Development (OCRSBD), Affirmative Action Officer has the task of monitoring and reporting KYTC's progress toward Equal Employment Opportunity in the workplace. To accomplish this task, the following monitoring and reporting system is being developed:

❖ Each quarter (October 1, January 1, April 1, and July 1) a report will be prepared and sent to the KYTC Executive Staff of KYTC using information compiled by the Affirmative Action Officer, currently Alvin Wilson.

The report will include:

- 1. Current workforce profiles;
- 2. Analysis of KYTC's progress towards the Affirmative Action Goals;
- 3. Identified Barriers with solicitation for input for solutions; and
- 4. Recommended corrective measures.

A copy of the report will be forwaded to FHWA. KYTC Executive Staff will be instructed to also distribute the informational reports to hiring managers with the caveat that all supervisors will be held accountable on their annual performance evaluations for their efforts and accomplishments twards succeeding in meeting the AAP goals.

- KYTC will take the following steps to correct the problem areas identified in the AAP towards realistic solutions:
 - 1. Continue to provide training to Executive Staff and Hiring Managers regarding the AAP and their responsibility in making it a success;
 - 2. Individual accountability on annual performance evaluations;
 - 3. Track progress monthly and report quarterly;
 - 4. Better define data capture parameters to more accurately measure status and progress;
 - 5. Eliminate non-statutory and/or legislative barriers;
 - 6. Initiate proactive recognition for management who meet and exceed AAP goals.

- ❖ An AA Annual Update will be prepared and submitted to KYTC Cabinet Secretary, currently Michael E. Hancock, P.E., for the immediate previous calendar year. Statistics for the Annual update ending on December 31 will generally be available from the Kentucky Personnel Cabinet and OHRM to the Affirmative Action Officer by January 15 for compliation. The Annual Update anticiapted completion date should be no later than February 15 to allow for accuracy audits prior to submission. The following information will be included in the AA Annual Update:
 - 1. KYTC efforts towards implementing recommendations;
 - 2. Progress towards achievement of KYTC AA goals;
 - 3. Progroess towards correction of problem areas; and
 - 4. General comments about KYTC EEO/AA program.
- Supervisors and management will be involved in establishing specific numerical goals and objectives for future years and for ideas regarding successfully initiating KYTC Affirmative Action Plan.

GOALS NOT ATTAINED EXPLANATION

The responsibility of the Affirmative Action Plan (AAP) has recently been transferred to the Cabinet's Office for Civil Rights and Small Business Development (OCRSBD) due to OCRSBD no longer being merged with the Office of Human Resource Management (OHRM).

The Kentucky Transportation Cabinet (KYTC), like all Commonwealth of Kentucky Government Agencies, is obligated by a mandate from the Governor to the attainment of a workforce that is 10 percent (10%) minority and 52.45 percent (52.45%) female.

The Cabinet determined there were 2 primary goals and overall objectives set forth in the prior Five-Year AAP:

- 1. To achieve a 8.0 percent (8%) minority goal
- 2. To achieve a 20.0 percent (20%) female goal

The goals set forth were in a good faith effort to support the long-term objective of the Governor's mandate. The Cabinet has progressively attempted to obtain the goals; however, the goals were not met. As of December 31, 2011, the female percentage is 18.75% and the minority percentage is 5.75%.

During the 2007-2012 five-year AAP, KYTC had a moratorium on hiring employees and a decrease in its budget. Therefore, KYTC was unable to maintain a sufficient pace of minority and female hiring to reach the goals set forth in the prior five-year AAP.

RESULTS OF PREVIOUS FIVE-YEAR AAP AND PROGRESS UNDER PROGRAM

Data sources were provided by the Office for Civil Rights and Small Business Development (OCRSBD).

Table 26

RESULTS OF PREVIOUS YEAP	RESULTS OF PREVIOUS YEAR AFFIRMATIVE ACTION PLAN & PROGRESS UNDER CURRENT PROGRAM	S UNDER CURRENT PROGRAM
List Each Affirmative Action or Remedial Commitment	Results	Progress
The Cabinet will participate in job fairs in communities and college campuses.	The Division of Personnel, Training and Recruitment Branch has attended numerous job fairs and developed an applicant pool of candidates.	This practice was discontinued due to a moratorium being placed on hiring in state government.
The Cabinet will utilize referral networks such as the NAACP, Urban Leagues and other minority organizations.	Applications were received from Urban League, Women in Construction and other minority organizations. Candidates who cut. Applicants placed on competitive registers met the minimum requirements where placed on Competitive were eligible to compete for positions throughous state government.	Due to hiring freeze, this practice was drastically cut. Applicants placed on competitive registers were eligible to compete for positions throughout state government.
OBOD will facilitate and conduct comprehensive EEO training for management and EEO personnel in the districts.	The training was not conducted. Training functions for the KYTC were placed with the KYTC Office for Human Resource Management Professional Development Branch.	OCRSBD is conferring with OHRM Professional Deveop[ment Branch to develop the training that will be conducted in the Fall of 2012.
OBOD will review all selection criteria for Cabinet programs to eliminate unnecessary criteria that may have a disproportionate impact on women and minorities.	The review is ongoing.	Selection criteria is based upon the Appointing Authority following Regulations and Statutes set forth by Legislation. (KAR 1:400)
OBOD and Scholarship Coordinator will utilize interns, co-ops and developmental positions whenever possible to attract entry level candidates.	KYTC has appointed 53 summer students (3 minorities). The current number of co-ops with the Cabinet is 3. Kentucky State Administrative Scholarship Program with KYTC appointed 12 graduates.	Adminstrative Scholarship Program is no longer in existence due to budget cuts.
OBOD will conduct a study of current recruitment methods to identify problem areas and formulate recommendations for appropriate actions.	The study of current recruitment methods was not conducted.	This program has been discontinuerd due to budget cuts.
The Cabinet will evaluate management on his/her compliance with Cabinet EEO policies and procedures.	The Cabinet management has not been evaluated for compliance.	EEO training for management will be contducted in 2012.